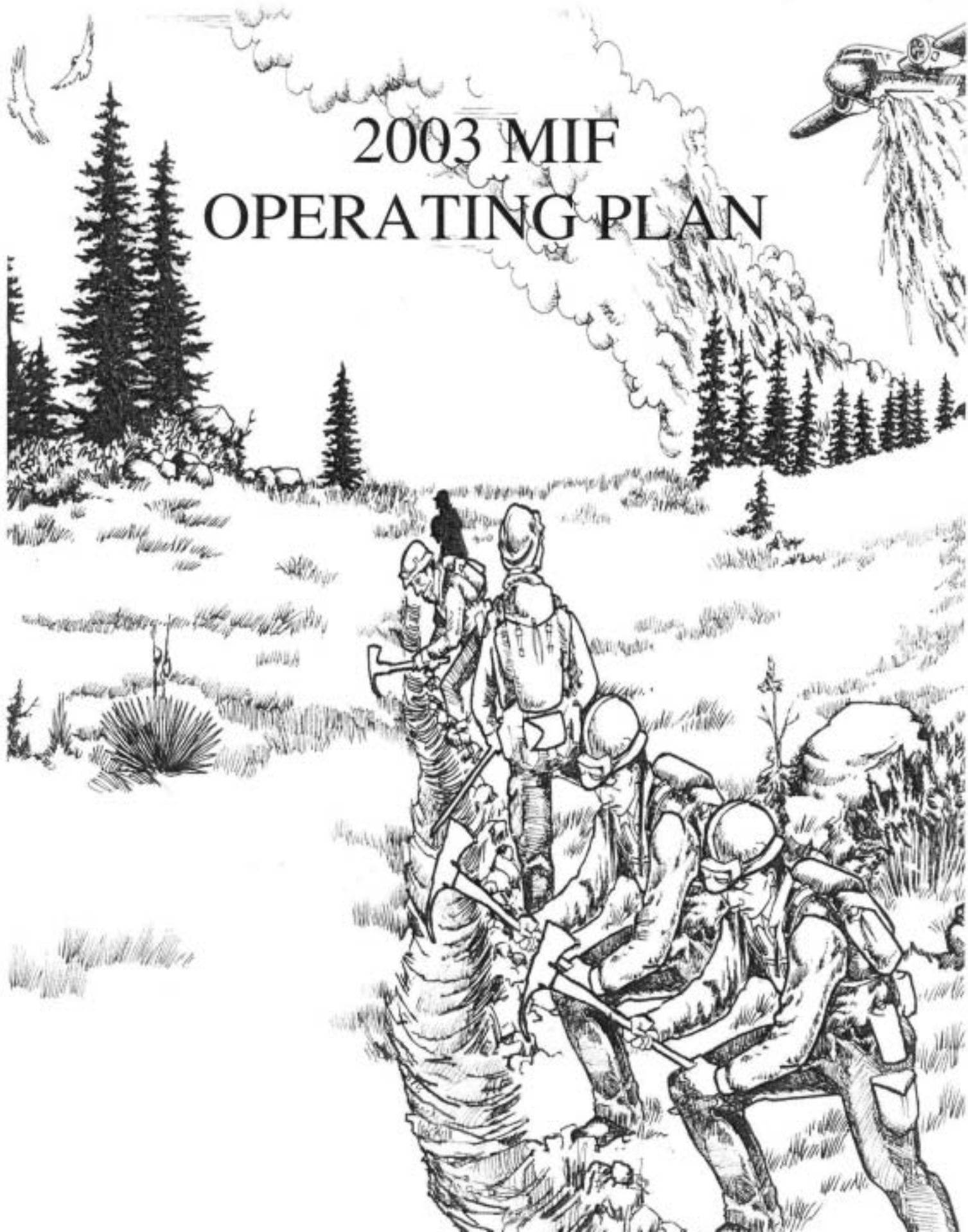


# 2003 MIF OPERATING PLAN



# 2003 MIF OPERATING PLAN

Statements may be sent to the  
Rocky Mountain Regional Office  
Bureau of Indian Affairs  
ATTN: Regional Director  
316 North 26<sup>th</sup> Street  
Billings, MT 59101

Approved \_\_\_\_\_  
Brian Shiplett, Chair, NRCC

\_\_\_\_\_  
Date

An electronic version of the MIF operating plan can be downloaded at the following websites:

<http://www.fs.fed.us/rl/fire/nrcc>  
<http://www.mt.blm.gov/fire>

## TABLE OF CONTENTS

	Page
ACRONYMS AND TERMINOLOGY.....	1
INTRODUCTION.....	2
I. GENERAL CREW REQUIREMENTS	
A. Crew Structure.....	3
B. Age, Training, Drug Testing, Medical Standards and Physical Fitness Requirements.....	3
C. Equal Employment Opportunity.....	5
D. Crew Boss and Crewmember Selection.....	5
II. DESIGNATION OF CREWS.....	5
III. MIF CREW TRAINING MANAGEMENT	
A. Objectives.....	6
B. Responsible Agencies.....	6
C. MIF Crew Boss Training.....	8
D. MIF Type 2 Crew Training.....	8
IV. OPERATIONS	
A. Crew Order and Hire.....	8
B. Type 2 Crew Requirements.....	11
C. Type 2 Crew Duties and Standards.....	13
D. MIF Type 2 Crew Work Operational Periods.....	18
E. Nepotism Policy.....	19
F. Open/Closed Camp Policy.....	19
G. Dress Code.....	19
H. Splitting Crews.....	19
I. Meals.....	19
V. MIF CREW CONDUCT AND DISCIPLINE	
A. Overview.....	19
B. Rules of Conduct.....	20
C. Violations of the Rules of Conduct.....	21
D. Disciplinary Actions.....	22
VI. APPEAL PROCEDURES FOR INDIVIDUALS AND CREWS.....	25
VII. CREW EVALUATIONS	
A. Evaluation.....	25

## TABLE OF CONTENTS (cont.)

	Page
B. Evaluation Routing.....	26
C. Position Task Books.....	26
VII. MIF PROGRAM ADMINISTRATION	
A. Pay Rates and Pay Periods.....	27
B. Timekeeping.....	28
C. Paying.....	29
D. Conditions of Hire.....	29
E. Income Tax Withholding.....	29
F. Transportation Manifest.....	29
G. Form I-9, Employment Eligibility and Verification.....	30
H. Personal Information Disclosure.....	30
I. Incident Training and Experience Records.....	31
J. MIF Accident/Incident Reporting.....	31
K. Mail.....	33
L. Hazardous Materials.....	33
APPENDICES	
A. Instructions for Crew Representatives/Montana Indian Firefighters.....	34
B. Crew Representative/Crew Boss Report.....	39
C. Federal Interagency Annual Medical History and Clearance Form.....	42
D. Pay Plan For Emergency Workers.....	50
E. Interagency Resource Representative Crew Demobilization Checklist....	67
F. MIF Crew Hiring Checklist.....	68
G. Administrative Forms.....	69
H. NWCG Minimum Crew Standards for Mobilization.....	70
I. MIF Memorandum of Understanding	
ATTACHMENTS	
Attachment 1.	Conditions of Hire
Attachment 2.	Emergency Firefighter Time Report
Attachment 3.	Passenger and Cargo Manifest
Attachment 4.	Crew Performance Rating
Attachment 5.	Employment Eligibility and Verification
Attachment 6.	Designation of Beneficiary for Unpaid Compensation
Attachment 7.	Form W-4, Employee Withholding Allowance Certificate
Attachment 8.	Form W-5, Earned Income Credit Advance Payment Certificate
Attachment 9.	Emergency Release/Message Form
Attachment 10.	Incident Replacement Requisition Form

## ACRONYMS AND TERMINOLOGY

Following is a list of acronyms and terms used in this plan:

AD - Administratively Determined (rates in the Pay Plan for Emergency Workers established by the federal government)  
ADO - Assistant Disbursing Officer  
APMC - Agency Provided Medical Care  
APT - Administrative Payment Team  
BDC - Billings Dispatch Center  
BIA - Bureau of Indian Affairs  
BLM - Bureau of Land Management  
CO - Contracting Officer  
CREP - Crew Representative  
CTR – Crew Time Report  
DNRC - Montana Department of Natural Resources and Conservation  
EEO - Equal Employment Opportunity  
EFF - Emergency Firefighter  
ETA - Estimated time of arrival  
ETD - Estimated time of departure  
FCO - Fire Control Officer  
FFT 1 - Firefighter Type 1  
FFT 2 - Firefighter Type 2  
FMO - Fire Management Officer  
FS - U.S. Forest Service  
FWS - Fish and Wildlife Service  
GDC - Great Falls Dispatch Center  
IARR - Interagency Resource Representative  
ICS - Incident Command System  
IHS - Indian Health Service  
IMT - Incident Management Team  
IQCS - Incident Qualification and Certification System  
LCES- Lookouts Communications Escape Routes Safety Zones  
MIF - Montana Indian Firefighters  
MIFC - Montana Indian Firefighter Committee  
NICC - National Interagency Coordination Center (Boise, ID)  
NIFC - National Interagency Fire Center (Boise, ID)  
NPS - National Park Service  
NRCC - Northern Rockies Coordination Center (Missoula, MT)  
NRCG- Northern Rockies Coordinating Group  
OSHA - Occupational Safety and Health Agency  
OWCP – Office of Workers’ Compensation Program  
PPE - Personal Protective Equipment  
PTB – Position Task Book  
R&R - Rest and Recuperation  
SACS - Shared Application Computer System  
ZDC - Zone Dispatch Center  
310-1 - Wildland and Prescribed Fire Qualification System Guide

## INTRODUCTION

The Montana Indian Firefighter Operating Plan, herein after referred to as the operating plan, is maintained by the Northern Rockies Coordinating Group (NRCG), Montana Indian Firefighter (MIF) Committee (NRCGMIFC), an advisory committee organized to recommend emergency firefighter crew management policy to fire protection agencies. Montana Indian Firefighter (MIF) activities represent a cooperative effort between the Montana Indian Tribes, Bureau of Indian Affairs (BIA), and the following agencies: the Bureau of Land Management (BLM), the Fish and Wildlife Service (FWS), the National Park Service (NPS), the U.S. Forest Service (FS), the Montana Department of Natural Resources and Conservation (DNRC), the Idaho Department of Lands, the North Dakota Forest Service, the Montana Fire Wardens Association, and the Montana Disaster and Emergency Services, (collectively known as the Northern Rockies Coordinating Group - NRCG). The objective is to provide an interagency approach to fire management and to support this effort with MIF resources on all lands within the Northern Rockies Geographic Area.

The authority which establishes the operating plan is the Interagency Agreement for Fire Management between: the BLM, the BIA, the NPS, the FWS, of the Department of Interior and the FS of the U.S. Department of Agriculture. The effective date of this agreement was February 1, 2001.

These guidelines will be used by the Northern Rockies Coordination Center (NRCC), Missoula, MT, and the National Interagency Coordination Center (NICC), Boise, ID., in managing MIF Type 2 crews. The Pay Plan for Emergency Workers (AD Pay Plan), the Interagency Incident Business Management Handbook (IIBMH) and other governing statutes are controlling documents and will override this plan if there is conflicting information. This operating plan is revised annually prior to April 1.

Fire suppression and management agencies in the Northern Rockies Geographic Area and throughout the United States use MIF Type 2 Crews to supplement their regular workforce in the event of wildfire, prescribed fire or other hazardous fuels reduction projects. The MIF workforce does not occupy dedicated positions within any of the fire suppression or fire management organizations. However, the United States Government recognizes the economically depressed conditions and extremely high rates of unemployment on Montana Indian Reservations. Government programs have been developed to encourage economic development on Indian Reservations. In support of these efforts, and in consideration of the historic propensity for Montana Indian Reservations to produce high quality fire suppression crews, it is the policy of the agencies participating in the plan to promote employment of MIF Crews whenever possible.

BIA sponsored reservations/crews include: Blackfeet, Crow, Flathead, Fort Belknap, Fort Peck, Northern Cheyenne and Rocky Boy's. There are Forest Service sponsored "Urban Crews" composed mostly of Native Americans in Great Falls, Helena and Missoula. The sponsoring agency is considered the "home unit" for the purpose of this plan. Each sponsoring agency is responsible for the authority and execution of the MIF operating plan.

## I. GENERAL CREW REQUIREMENTS

### A. Crew Structure

MIF Crews will follow the National Wildfire Coordinating Group (NWCG) minimum crew standards for mobilization (See Appendix H). MIF crews are generally organized as type 2 crews as identified on the NWCG matrix. When total crew size drops below sixteen, the crew may, at the discretion of the incident management team, be returned home. In no instance will a crew consisting of less than eighteen persons be dispatched to an incident. All crewmembers will carry red cards supporting their qualifications.

Crews of less than normal structure can be ordered on a case-by-case basis to meet special needs (see specialty crews). Crews are encouraged to have two sawyers, documented on the manifest when the order is filled. Sawyers will not be paid as sawyers unless they are specifically requested on the resource order by the Incident Management Team (IMT). Also, if an IMT on an incident requests the use of chainsaws for operational use the crew can be provided and use chainsaw(s) on the incident when qualified personnel are available on the crew. AD pay rates will be changed on a “per shift(s)” basis to reflect the level of sawyer certification requested for chainsaw use. This request must be documented on the General Message Form or CTR by the IMT. All sawyers will provide documentation needed to support their qualifications. The need for chainsaw use is the responsibility of the Incident Management Team. Rates are established in the Interagency Incident Business Management Handbook (IIBMH) 5109.34. Also, reference IIBMH, Ch. 10, sec. 11-13.5, pg. 41 & 43 of 49.

### B. Age, Training, Drug Testing, Medical Standards and Physical Fitness Requirements

To be qualified for hire, all MIF firefighters will meet the national minimum standards for experience, training, medical and physical fitness as established by the NWCG in the Wildland and Prescribed Fire Qualification System Guide (310-1). No one under eighteen years of age will be hired. Every MIF firefighter must satisfactorily complete and pass a valid medical examination, an annual drug test and the Work Capacity Test at the level required in the position for which they are qualifying.

Individuals hired will be medically and physically fit so they do not present a safety hazard to themselves or their crew in MIF activities. The Federal Interagency Annual Medical History and Clearance form will be utilized to document medical examinations (See Appendix C). For individuals 45 years of age and older, the medical form must be completed every 3 years. Individuals

younger than 45 years of age must complete the form every 5 years. For “cause” Fire Management Officers may require completion at any time. Examinations will be administered prior to the work capacity test. In those “off years” when the form is not being completed, employees must complete the Health Screen Questionnaire (Appendix C). The exemption for this requirement will be for the units that have already implemented the new Federal Interagency Wildland Firefighter Medical Qualification Standards.

Medical Examination forms are to be maintained by the servicing personnel office. Under no circumstances will the fire management office or Administratively Determined (AD) hiring unit maintain these records. Proof of successful completion of physical examinations will be provided to the Fire Management Officer or AD hiring unit using Page 6 of the form.

The Federal Interagency Annual Medical History and Clearance form will be utilized to document medical examinations (See Appendix C). The authorized Bureau examination form is available through the BIA and can be obtained at <http://medical.smis.doi.gov/NIFCMedicalstds.htm>.

To remain consistence with Federal Departmental Manuals in order to promote a Drug Free Workplace every MIF firefighter must submit to an annual drug test. An accurate and reliable drug test will be utilized to test for marijuana, cocaine, opiates, amphetamines, and phencyclidine (PCP). A positive test result will disqualify an applicant for hire for a period of six months.

There are three levels of fitness included under Work Capacity Tests. The level of fitness required is dependent upon the qualifications listed for the position being sought. All participating agencies will accept the physical fitness standards of the sponsoring agency for MIF personnel. The following table summarizes requirements for the three fitness levels.

<b>WORK CATEGORY</b>	<b>TEST</b>	<b>DISTANCE</b>	<b>WEIGHT</b>	<b>TIME</b>
Arduous	Pack Test	3 Miles	45 LBS	45 Minutes
Moderate	Field Test	2 Miles	25 LBS	30 Minutes
Light	Walk Test	1 Mile	None	16 Minutes

The Shared Application Computer System (SACS) will be used to record and document employee fire training and experience data and to print red cards. The actual printing will be done at the National Interagency Fire Center (NIFC) as requested by local agencies or the Regional Office. Training, wildfire and prescribed fire incident experience must be in the SACS for all BIA and Tribal firefighters in order to verify qualifications for interagency and local dispatch.



All EFF qualifications must be documented through the SACS and a red card will be printed for each EFF crewmember. Each firefighter must carry a red card printed from SACS when functioning in an overhead or technical specialist position. People without records in the SACS will not be dispatched. Those with records in the SACS will be dispatched only for positions that their records show they qualify. For MIF Type 2 crewmembers agency dispatchers will sign manifests confirming that all individuals listed have local SACS records verifying qualification for their assignments and red cards will be sent with crew boss. The burden of proof is on Compacted or 638 Tribes to show they are using the SACS, or a system of controls similar to the SACS.

Agency personnel have access only to those files in the SACS for which they are responsible. If fire personnel show up for a local dispatch and claim to be qualified but have no records in the local SACS they will not be sent out. An effort should be made to find out where their records are and their home agency should be contacted. If the home FMO agrees to allow the receiving agency to dispatch a qualified individual then the receiving FMO may dispatch that individual only after the SACS records have been transferred and are in the local system. Under no circumstances should a resource order be filled without local SACS records to verify qualifications.

C. Equal Employment Opportunity (EEO)

EEO practices will be followed during all phases of crew management including selection, training, hiring, use and evaluation of crew personnel. The policy is to provide equal employment opportunity for all qualified persons regardless of race, creed, color, sex, national origin, age, or physical disability.

D. Crew Boss and Crewmember Selection

Home unit Fire Management Officers/Fire Control Officers (FMO/FCO) in consultation with local crew boss organizations will develop a selection process for crew boss trainees. Crew bosses will select qualified squad bosses and crewmembers. The responsibility to insure that all individuals dispatched are fully qualified belongs to the home unit FMO/FCO.

II. DESIGNATION OF CREWS

The target number of MIF crews for dispatch availability is 100. This number is based on funding availability for training from the National Interagency Fire Center (NIFC). Each reservation is allocated a portion of the total number based on total reservation population statistics. Since the Wind River Reservation is funded under the Rocky Mountain Region and the Flathead Reservation is not, for crew funding purposes, Wind River is included in the total crew numbers but

Flathead is not. Even though the Blackfeet, Fort Belknap and Rocky Boy's Reservations are close to their crew allotment numbers of 24, eight and eight respectively, the total number of MIF crews available over the past few seasons has been between 50 and 60.

There will be no attempt to limit reservations to their allotted crew numbers until the 100-crew target is approached. Forest Service sponsored crews are covered under this operating plan and are allocated training slots in MIF sponsored courses when space is available and training assistance provided.

### III. MIF CREW TRAINING MANAGEMENT

#### A. Objectives

1. To establish a system which ensures that the MIF program has trained and qualified Type 2 firefighter and camp crews.
2. To ensure standardization of procedures for management of all MIF crews.
3. To provide administrative and supervisory direction for the management of all MIF crews.
4. To provide equality across all Montana reservations in management of the MIF program
5. To provide opportunities for MIF personnel to become qualified for assignments in the Incident Command System.

#### B. Responsible Agencies

1. Northern Rockies Coordination Center (NRCC)

The Northern Rockies Coordination Center assists in the mobilization and demobilization of crews between zones within the Northern Rockies Geographic Area and the National Interagency Coordination Center (NICC) in Boise.

2. Interagency Dispatch Zones

Zone Dispatch Centers (ZDC) are used within the Northern Rockies Area for the mobilization and demobilization of crews. Zone Dispatch Centers will notify the NRCC of availability, commitment, and release of all MIF crews within the zones. Zone Dispatch Centers and Home units shall maintain in-house crew management systems, which insure rotational call-up of crews within the zone.

### 3. Home Unit

Home units have the first level of responsibility for recruitment, hiring, training, and administrative matters relating to MIF Crews.

Home units are responsible for maintaining current records in the SACS database regarding the qualifications, performance, training and experience of each MIF member under their jurisdiction.

The home unit will assist in scheduling and sponsoring training required to maintain qualified personnel. The home unit will request and receive assistance in the form of instructors and instructional materials and aids from all NRCG members.

The home unit will establish and maintain a call-up system, which meets time frames established between the home unit and the ZDC for crew mobilization.

### 4. NRCG Montana Indian Firefighter (MIF) Committee

The NRCG MIF Committee will be composed a representative from each of the following agencies and a MIF crew boss or higher in good standing from each of the Montana Reservations which include: Blackfeet, Crow, Flathead, Fort Belknap, Fort Peck, Northern Cheyenne, and Rocky Boy's, USDA Forest Service (FS), USDI, Bureau of Indian Affairs (BIA), Bureau of Land Management (BLM), National Park Service (NPS), Fish and Wildlife Service (FWS), Montana Department of Natural Resources & Conservation (DNRC). The role of the Committee includes developing and implementing policy procedures, serving as the MIF expertise for the NRCG membership, rewriting and executing the annual operating plan, providing a forum for the exchange of ideas relating to MIF crew performance, and reviewing and updating the MIF MOU and completing other tasks as necessary for the successful operation of the MIF program.

### 5. Home Unit MIF Board

A MIF Board will be established and active at each home unit. The intent of the Board is to deal with issues or problems encountered with MIF personnel dispatched from their home unit. The Board will consist of the following members:

1. Two crew bosses
2. One FMO or Forester
3. The Agency Superintendent or a Tribal Counsel person
4. One person not directly in the chain of command

The Board is responsible for assisting the home unit FMO in recruiting and maintaining a qualified contingency of MIF personnel. This function includes assisting in the selection of crew and squad bosses and trainees for those positions. The Board will also review and submit comments on the MIF Operating Plan to the Home Unit FMO by December 1 of each year.

C. MIF Crew Boss Training

Crew boss training will be offered every other year on the odd numbered years for a class of 30. The class location will alternate between hosting reservations under the Billings and Great Falls Dispatch Centers. The training will be conducted as an interagency effort between the signatory agencies to the Memorandum of Understanding under which this operating plan is authorized. A coordinator from each agency will assemble the cadre and secure other agency resources to ensure the success of the training session. The available course slots will be allocated to participating reservations based on the numbers of crews available for dispatch from each reservation and the numbers of crews at each reservation without qualified crew bosses. Candidates must meet the published course prerequisites.

D. MIF Type 2 Crew Training

Two courses for training MIF Type 2 Crew “rookies” will be scheduled each year during the first two weeks in June. The courses will be offered on alternate weeks in two locations. One location will rotate between the reservations under the BDC and one will rotate between the reservations under the GDC. The courses will cover all of the material required in the 310-1 for FFT2 and will use NWCG course materials.

Each home unit FMO/FCO will establish a system to screen, drug test, medical exam and fitness test potential rookie trainees before the training and enter records into SACS for all trainees that successfully complete the course requirements.

IV. OPERATIONS

A. Crew Order and Hire

1. Coordination

Coordination of MIF Crew use is the responsibility of the NRCC. The NRCC maintains a list of available MIF crews by home unit. The list is updated daily and during fire season made available to all land management agencies and landowners through the dispatch system on a nationwide basis. The NRCC places orders with the appropriate zone dispatch center from which the home unit is contacted.

## 2. Crew Dispatching

Home units will be allowed two hours to assemble the crews ordered. Home units have 30 minutes to respond to the initial contact as to whether or not the crews can be provided. Responsibilities for arrangement of crew travel, meals and transportation will be split between the zone dispatch center and the home unit by verbal agreement when the order is placed at the home unit. If the order cannot be filled within the two-hour time limit the dispatch will be declined and the zone dispatch center will place the order with the next home unit on the rotation list. If a crew can mobilize, but their dispatch is cancelled they will move to the top of the rotation list for the next dispatch. This operating plan should be reviewed with each crew boss at the time of dispatch. The home unit will provide the crews with the following items of gear and safety equipment:

- Personal Gear Pack (1 each per person)
- Fire Resistant Trousers (1 each per person)
- Hardhat with chinstrap (1 each per person)
- Fire Resistant Shirts (2 each per person)
- First Aid Kit (1 crew kit per crew)
- Head Lamp with batteries (1 each per person)
- Firefighter Field Pack (1 each per person)
- 1 Qt. disposable canteen with case (2 each per person)
- Fire Shelter and Web Belt (1 each per person)
- Leather Gloves (1 pair per person)
- Goggles (1 pair per person)
- Sleeping bag (1 each per person)
- 4 radios per MIF crew

**Note:** Each individual is allowed two items of baggage, a single soft pack not to exceed 45 pounds, and Web Gear not to exceed 20 pounds.

Crews should not expect to be re-supplied at the incident unless they are being directly reassigned to a new fire. In cases of direct reassignment crew bosses will secure consumable item re-supply approval and "S" numbers at the incident to put on the Incident Replacement Requisition form (Attachment 10) to facilitate re-supply. One copy of the Incident Replacement Requisition should be provided to the home unit dispatch office.

### 3. Dispatch Directory

Northern Rockies Area Coordinator 5765 West Broadway Missoula, MT 59808	Comm. (406) 329-4880  FTS (406) 329-4480 24-hour (406) 329-4880
Billings Interagency Dispatch Center 1299 Rimtop Drive Billings, MT 59105-1977	Comm. (406) 896-2900  (24-hour number) Tele-fax (406) 896-2950
Great Falls Interagency Dispatch Center 1101 15th St. North Box 869 Great Falls MT 59403	Comm. (406) 791-7707, 7761  FTS (406) 761-3441 Cell: (406) 799-1072 or 670-6856 Tele-fax (406) 761-4628
SMICC Southwest MT. Interagency Dispatch Center 1401 27th Avenue Missoula, MT 59801	Comm. (406) 542-4280 FTS (406) 542-4280 24-hour (406) 542-4280
BIA - Blackfeet Agency Andrea Gilham, FMO P.O. Box 880 Browning, MT 59417	Comm. (406) 338-7498 or 338-2845  Tele-fax (406) 338-5314 Email: <a href="mailto:andreagilham@bia.gov">andreagilham@bia.gov</a>
BIA - Crow Agency Steve Collins, FMO P.O. Box 69 Crow Agency, MT 59022	Comm. (406) 638-2247 Tele-fax (406) 638-2380 Email: <a href="mailto:crafire@wtp.net">crafire@wtp.net</a>
Fort Belknap Community Council Charles Lamebull, FMO RR 1, P.O. Box 980 Harlem, MT 59526	Comm. (406) 353-4874 Tele-fax (406) 353-2606
BIA - Fort Peck Agency Russ Mail, FCO Poplar, MT 59255	Comm. (406) 768-3666 Tele-fax (406) 768-3662 Email: <a href="mailto:fpafire@wtp.net">fpafire@wtp.net</a>

Chippewa Cree Tribe  
Emery Nault, FCO  
RR 1, P.O. Box 542  
Box Elder, MT 59521

Comm. (406) 395-4207  
Tele-fax (406) 395-4382  
Email: [emery@cct.rockyboy.org](mailto:emery@cct.rockyboy.org)

BIA - Northern Cheyenne Agency  
Ed Palmer, FMO  
P.O. Box 40  
Lame Deer, MT 59043

Comm. (406) 477-8264  
Tele-fax (406) 477-8918  
Email: [ncafire@wtp.net](mailto:ncafire@wtp.net)

BIA/CS&KT; Flathead Agency  
Division of Fire  
Tony Harwood, Acting FMO  
104 Main St. SE  
Ronan, MT 59864

Comm. (406) 676-2550  
Tele-fax (406) 676-2554  
Email: [tonyh@cskt.org](mailto:tonyh@cskt.org)

#### 4. Crew Rotation Guidelines

The process begins with a daily update of crew availability on a report from the home unit. Crew requests coming from NRCC will be rotated on the basis of which zone dispatch center has the most crews available. If one center has three times more crews available than another it will get three times the number of crew requests giving each crew the same chance to go to a fire. The dispatch centers will pass along the order to the agencies in their zone using similar criteria. However, during any fire situation the following factors may periodically prevent the normal rotation of crews: availability of Personal Protective Equipment, availability of transportation, prior notice of crew unavailability, closer proximity of home units to a fire or staging area during critical fire behavior situations, amount of fire activity in the geographic area and time restrictions and associated costs. When crews are available to be dispatched to a fire in the local area they may be ordered directly by the user agency. When this occurs the home unit will notify the zone dispatch center of the action. Any home unit that dispatches suspended, unqualified or non-red carded firefighters, or has not provided the zone dispatch center a current list of suspended firefighters will be removed from the crew rotation.

#### B. Type 2 Crew Requirements

1. Fire situations will dictate length of assignment, but crews should be prepared to be gone fourteen days. Crewmembers who cannot complete a fourteen-day assignment for prior personal reasons (school, doctor appointments, court dates, etc.) should not be dispatched. Anybody

violating this requirement will have to pay for personal travel home and will be suspended for the remainder of the current season plus the next two seasons.

2. Demobilization of individual crewmembers for family emergencies will be initiated by the home unit and verified requests sent to the zone dispatch center using the Emergency Release/Message Form. Emergency demobilizations cannot be initiated by the individual firefighter.
3. Any fire personnel leaving a fire assignment because of injury or illness will be released if not fit for duty, and returned to the point of hire after treatment. Return to fire duty will not be at the option of the employee being treated.
4. Prior to crews departure from the point of hire, the home unit will prepare Passenger and Cargo Manifests (5100-5), (7/76) listing all crewmembers, their individual weight, gear weight, and total crew weight not to exceed 5100 pounds. This manifest is to be compiled based on agency qualification records and must be signed by the dispatcher in charge. Firefighters without records in the local SACS database will not be placed on any manifest.
5. All MIF crewmembers will read, sign and comply with all of the conditions listed in the "Conditions of Hire" statement.
7. MIF crewmembers must bring their own personal clothing when hired. All crewmembers must arrive at the fire prepared for work and not rely on commissary to properly equip them. In addition, each crewmember must provide the following items of personal gear, in good condition, for a fourteen-day assignment:
  - All Leather boots, lace-up (minimum 8" top), with non-slip lug (Vibram type) soles and heels (steel-toed boots are not acceptable)
  - Cotton pants with 1 1/2 inch wide leather belt
  - Jacket
  - Socks
  - For early and late season fires (cold weather), include long underwear, rain gear, jacket, warm gloves and hat and additional warm clothing
  - Personal toiletries
  - Prescriptions
  - Tobacco
  - Extra leather bootlaces

**Note:** Synthetic clothing is not acceptable and expensive personal items such as cameras, electronic equipment and AM/FM radios are not recommended.



C. Type 2 Crew Duties and Standards

MIF Type 2 Crews are expected to complete work assignments and to maintain orderly conduct during the entire period of employment from time of hire, dispatch, until the termination of the assignment and return to the point of hire and release from employment. The crew boss has the ultimate responsibility for the conduct and performance of the crew during the assignment.

Supervisory Dispatchers will sign manifests confirming that all individuals listed have red cards verifying qualifications for their assignment(s). Any person with outstanding law enforcement warrants (run through the local police department), or who is on parole/probation (with limits on their movement out of the county or off the reservation), is not eligible for the MIF program.

To maintain currency an individual has to have had an assignment within the last five years. The home unit FMO is responsible to insure that all firefighters have current training and experience records in the SACS database, and that unqualified or suspended personnel are not dispatched. In addition to qualifications outlined in this operating plan, members of MIF crews will have taken the “Standards of Survival Refresher”, or completed “Lookouts Communications Escape Routes Safety Zones” each year and meet the following requirements:

1. Crew Member (Firefighter Type 2)

Crew Members (AD-2) work as members of a crew, and are skilled in the use of hand tools. Good physical condition and good work habits are required.

Individuals may qualify if they have taken training that includes; I-100, S-130, including “Standards for Survival,” and S-190. An arduous Work Capacity Test is required.

2. Squad Boss (Firefighter Type 1)

Squad Bosses (AD-3) serve as work leaders, working with crew bosses, and are responsible for the work effectiveness, safety, conduct, welfare, leadership and discipline of their assigned squads. Squad bosses will join the crew at an assembly point and accompany the crew to that same location on return.

Individuals may qualify if they have taken Firefighter Type 2 training requirements, plus S-131, S-211, S-212 and S-281. They must also have demonstrated leadership ability by acceptable performance on at least two fire assignments in the last five years, and completed a Squad Boss Task Book as per 310-1, and received a recommendation from an FMO, crew boss or crew representative. An arduous Work Capacity Test is required.

3. Crew Boss (Single Resource Boss)

Crew bosses (AD-4) are directly responsible for crew time recording, work effectiveness, safety, conduct, welfare, organization, briefing, discipline and completion of all accident forms. Before leaving each incident the crew boss must resolve any problems on the crew time report and fill out an Incident Replacement Requisition, Attachment 10, ("S" numbers are assigned by the fire). Immediately upon arrival at the home unit the crew boss must deliver a completed crew evaluation, Attachment 4, to the home unit FMO/FCO.

A crew boss will be disciplined if it is found that a violation of the MIF Code of Conduct occurred on his/her crew and it was not reported. The crew boss will ensure the accuracy of the Crew Time Report, SF-261, and an Emergency Firefighter Time Report, OF-288. The crew boss will join the crew at an assembly point and accompany the crew to that same location on return. A crew boss should also maintain a daily diary/log of events.

A crew boss trainee (AD-3) may be assigned. Individuals may qualify if they are qualified at the Firefighter Type 1 level and have taken S-230, S-260, S-270, S-290 and completed a Crew Boss Task Book as per 310-1. To maintain currency crew bosses must also successfully serve as a crew boss at least once every five years, and complete a crew boss refresher course periodically. An arduous Work Capacity Test is required.

4. Camp Crew

A MIF Camp Crew will consist of one camp crew boss, one squad boss and eight crewmembers. The camp crew boss is responsible for crew work effectiveness, safety, conduct, welfare, discipline, and leadership. In the absence of a crew representative, the camp crew boss will report directly to the Facilities Unit Leader and will have the administrative duties otherwise fulfilled by the crew representative.

To qualify as camp crewmembers individuals must have completed I-100, S-130 and Standards for Survival. A light Work Capacity Test is required.

5. Kitchen Crew

A MIF Kitchen Crew will consist of one kitchen crew boss, one squad boss and eight crewmembers. Smaller crews can be ordered as needed. Crewmembers must have a current year certificate that they are free of tuberculosis.

Crew training will be provided by cooperating agencies as needs are identified and funds are available. Standards for Survival and a light Work Capacity Test are required.

6. Camp/Kitchen Crew Boss

Camp/Kitchen Crew Bosses must be qualified at the crewmember level and complete S-190, S-230, S-260, S-290 and S-281. Standards for Survival and a light Work Capacity Test are required.

7. Saw Team

A saw team will consist of two fallers. Fallers must be Firefighter 2 qualified, have S-212 and a physical examination. An arduous Work Capacity Test is required.

Saw teams will comply with the standards set by the National Wildfire Coordinating Group (NWCG). Fallers will be requested & paid at the following rates:

Class C Fallers (qualified on 24" and greater diameter trees) AD-5

Class B Fallers (qualified on 13"-24" diameter trees) AD-4

Class A Fallers (qualified on 0"-12" diameter trees) AD-3

Saw teams and personal equipment (vehicles) will be hired and paid under the procedures in the Chapter 20 Supplement of the Interagency Incident Business Management Handbook.

8. Specialty Crews

Specialty Crews may be ordered for prescribed burning and burn preparation, camp construction, smoke chasing, burning out or backfiring and water handling. Home units must be sure that all crewmembers are qualified for such assignments. Smoke chasers must be qualified to work

in two-person teams, and travel cross-country using maps and compasses to locate fires. One or both crewmembers should have a valid state driver's license and be Incident Commander Type 4 qualified. Reference specialty crews in the Northern Rockies Mobilization Guide. Resource orders for specialty crews should be very specific about the job requirements.

9. Prescribed Burning Crews

Prescribed burning crews can be ordered to assist with on-the-ground fuel management treatment activities, as identified in Chapter 5, Wildland and Prescribed Fire Management Policy: Implementation Procedures Reference Guide, August 1998, and the Interagency Agreement for Fire Management Between Federal Agencies, National Interagency Mobilization Guide, NFES 2091, March 1999, page 115. Zone Dispatch Centers will keep copies of agreements between federal agencies in their files. MIF Crews used for prescribed fire must be hired through the Department of Interior.

Individuals involved in ignition must meet the minimum fire training requirements for Firefighter Type 2 and complete S-234, Firing Operations. Personnel assigned to fill prescribed fire positions must meet NWCG qualifications for each position and have the ability to perform successfully. Prescribed fire assignments will be coordinated and agreed to between offices in terms of personnel, resources and length of assignment. The Task Order process outlined in the National Interagency Mobilization Guide will be used to document these agreements and implement these special projects.

10. Summary Training Requirements for MIF Personnel

Course	Fire Fighter FFT2	Squad Boss FFT1	Crew Boss	C/K Crew Member	C/K Squad Boss	C/K Crew Boss	Saw Team	Crew Rep
I-100 Introduction to ICS	X	X	X	X	X	X	X	X
S-130 Basic Firefighter	XX	XX	XX	XX	XX	XX	XX	XX
S-131 Squad Boss		XX	XX		X	X		XX
S-133 Look Up, Look Down		XX	X				X	X
S-190 Intro Fire Behavior	XX	XX	XX		X	XX	XX	XX
S-281 Supv Concepts & Techniques		X	X		X	XX		X
S-211 Portable Pumps		X	X					X
S-212 Power Saws		X	X				XX	X
S-230 Crew Boss			XX					XX
S-260 Business Mgt. Principles			X			XX		X
S-270 Basic Air Operations			X					X
S-290 Fire Behavior			XX			XX		XX
Crew Representative								XX
Standards for Survival/LCES	XX	XX	XX	XX	XX	XX	XX	XX

Note: X indicates recommended training

XX indicates training required to meet minimum job qualifications

11. Crew Representative (CREP)

When crews are dispatched within and outside the Northern Rockies Geographic Area, one crew representative will be sent out for every two crews with the option of sending a crew representative with every crew. If a Crew Representative is assigned to a crew the crew will have fifteen firefighters. Crew size, including the Crew Representative and any trainees, cannot exceed 20 persons

Instructions for Crew Representatives (R1-5170-3) (2/88), Appendix A, gives general guidelines for CREPs. The CREP is responsible for assisting the crew boss with administrative duties including timekeeping, commissary, accident reporting, getting medical treatment and follow-up for crewmembers, and documenting disciplinary problems. The CREP will leave tactical and crew supervision functions to the crew boss. The CREP will keep the crew boss informed about government rules and regulations and provide contact with the appropriate incident management or dispatch officials on and off the fire.

For disciplinary problems the CREP will provide a written, complete, accurate, unbiased report documenting all offenses. The documentation will include supporting statements pertinent to the commission of the offense(s), and will be forwarded to the appropriate home unit for action.

Prior to release and payment, each crew boss and CREP will complete his/her respective report (Appendix B) and submit it to the home unit FMO/FCO.

A CREP must be crew boss qualified, have completed Crew Representative Training and passed an arduous Work Capacity Test. Crew representatives are not allowed to take on other overhead assignments/duties while assigned as a CREP.

12. Interagency Resource Representative (IARR)

Any time the Northern Rockies Geographic Area has committed four or more MIF Crews an IARR can be sent by the sending GACC or the receiving GACC. The IARR serves as an advisor to the NRCC, expanded dispatch and Incident Management Teams (IMT) on matters that relate to MIF line and camp crews and assists with CREP functions. The IARR serves as liaison, providing factual information and conducting business between crews, IMTs and home units. IARRs will operate at the command post of the incident base except when demobilization or emergencies require them to be at another location.

D. MIF Type 2 Crew Work Operational Periods

Operational periods for crews on fires are covered in the Interagency Incident Business Management Handbook, Ch.10, Sec: 11-12.

While in ordered standby status, crew duty time will not exceed sixteen hours per shift with a minimum of eight hours non-duty time between operational periods. Crews may be required to perform projects within their staging area.

During non-duty days, all crews at the same incident, or demobilization center, will receive the same number of hours of pay per day, not to exceed eight hours. While in travel status, crews will be paid for travel in accordance with the Interagency Incident Business Management Handbook.

E. Nepotism Policy

There will be no direct supervision of immediate family members including (mother, father, brother, sister, spouse, step brother/sister, adopted brother/sister or half brother/sister) on any MIF Crew. Squad bosses cannot be related to the crew boss and squad members cannot be related to their squad boss.

F. Open/Closed Camp Policy

Incident Management Teams will decide whether a camp will be open or closed, whether incident personnel will be allowed to leave camp after their work shift or not, when the camp is established. Whatever policy determination is made will apply to all incident personnel using the camp.

G. Dress Code

MIF line crews are required to wear nomex fire clothing when in pay status. This includes travel to incidents but not return travel to the home unit.

H. Splitting of Crews

MIF Type 2 Crews will not be split or deployed over such an area that the crew boss cannot exercise control of the entire crew, unless the crew has been ordered specifically for that purpose.

I. Meals

After crews are hired all meals will be provided, however, crews leaving the home unit after normal mealtime should not expect to receive a meal until the next normal mealtime.

V. MIF CREW CONDUCT AND DISCIPLINE

A. Overview

All MIF crew personnel will: abide by the Conditions of Hire (Attachment 1), laws, rules, regulations and policies established for personal conduct and safety; instructions given by supervisors; respect the rights of fellow workers; and properly care for government and private property. When a violation of the above occurs, the IMT will provide the documentation and take initial action at the incident. The home unit of the crew will take further disciplinary action.

B. Rules of Conduct

Unsatisfactory performance or conduct will not be tolerated. Every firefighter is important to the overall effectiveness of their crew. Organization and discipline will be maintained from the time a crew leaves their point of hire until they return. Disciplinary action for unsatisfactory performance or conduct en route to, from, or on the fire, or at the duty station is the responsibility of the crew boss and CREP. MIF Crewmembers are expected to follow established rules and policies for personal conduct issued by their supervisors, which include:

1. Abiding by the "Rules of Conduct," whether on-shift or off-shift, from the time of hire to the time of release at the home unit.
2. Fighting fire aggressively and safely. Good mental and physical condition (no one sick, injured, recovering from a recent injury or illness) is required.
3. Completing work assignments within given time frames.
4. Conducting themselves in an orderly manner and not possessing or being under the influence of alcohol or drugs at any time during the entire assignment. This includes all time (travel, work, R&R, on and off shift, and ordered standby duty) from point of hire until return to point of hire and employment is ended.
5. Following safe working practices at all times; observing the Ten Standard Firefighting Orders, LCES and Eighteen Situations That Shout Watchout, and using safety equipment provided.
6. Maintaining assigned government equipment and tools in good, serviceable condition and, at the end of the assignment, returning this equipment in good condition to the place or person designated.
7. Reporting for duty at the place and time designated, ready to begin the assignment. This includes having the proper tools, equipment and supplies needed for the assignment and wearing the proper Personal Protective Equipment (PPE).
8. Carrying out instructions from supervisors unless otherwise prevented by unsafe conditions or situations.
9. Maintaining clean, orderly living areas; including fire camps. Garbage, tools, and equipment will be picked up and disposed of or stored properly at all times.



10. Maintaining compatible working relationships with fellow workers, other crews, and supervisors. An attitude of cooperation will be expected from all crewmembers.
11. Providing personal hygiene items for a dispatch of up to fourteen days. Do not carry expensive personal items. The incident will not be responsible for lost, stolen, damaged, or destroyed personal items not essential to the job.
12. Reporting violations of the Rules of Conduct. Crewmembers that observe violations of the Rules of Conduct by other crewmembers or their supervisors should write down their observations on a note pad after shift while in camp and give the report to their home unit FMO/FCO when they return to their point of hire after the incident. If the violation is serious enough to jeopardize crew safety or function the report should be given to the crew boss supervisor or the Human Resource Specialist assigned to the incident. A copy should be retained for delivery to the home unit FMO/FCO in all cases.

Law enforcement agencies have the authority to conduct searches following existing federal and/or state procedures, where probable cause has been established. Canine units may be used to determine the presence of illegal substances where reasonable suspicion exists. If a canine unit “hits”, on personal property, consent to search that property will be requested. If consent is not granted, the personal property may be impounded until a search warrant is secured. The owner shall be granted supervised access to the property.

C. Violations of the Rules of Conduct

Violations of the rules of conduct, and recommended actions will be documented by the IARR, CREP, Crew Boss, and IMT within a week of the violations. Documentation will be forwarded immediately to the home unit and the ZDC to show cause for disciplinary action by the home unit FMO/FCO. In special cases the initial information may be provided by telephone, but written documentation must be forwarded to the home unit in a timely fashion (within a week). **Return travel costs including meals for crewmembers terminated for cause will be deducted from the individual's pay.** Disciplinary decisions may be appealed to home unit MIF Boards. **The Incident Personnel Performance Rating (Attachment 4) will document the violation of the code of conduct and be faxed immediately to the employee's home unit FMO/FCO.** Home unit MIF Boards will meet to consider appeals. The home unit MIF Board will meet to determine the validity of infractions, but will not alter punishments established in

the MIF operating plan. Documentation of final actions by home unit MIF Boards will be forwarded to the BIA Regional Office and the ZDC. In those cases where crews are sponsored by a National Forest, the Forest Service will take appropriate action.

The home unit FMO/FCO will make an immediate disciplinary decision based on documentation provided from the incident on the infraction. Within 15 days of the infraction the FMO/FCO will send a letter to the affected individual(s) which:

1. States the nature of the offense and documents the associated disciplinary action.
2. Suggests what the individual, or crew, should do to correct the offense, or prevent future termination, probation, or suspension.
3. States the name and address to which the individual(s), or crew, may appeal the adverse action.
4. States that the affected parties must give written notice if they desire to appeal.
5. States that any written notice of appeal must be hand-delivered or postmarked to the home unit FMO/FCO address within thirty (30) days of receipt of the notice of disciplinary action.

The letter should be sent via certified mail, return receipt requested.

When the home unit FMO/FCO receives a valid notice of appeal on an adverse action the FMO/FCO will convene a meeting of the local MIF Board to consider the appeal as soon as possible. Each home unit FMO/FCO will maintain a current list of individuals that have received disciplinary actions and share the list with their ZDC as the list is updated. The ZDCs will also share their lists.

D. Disciplinary Actions

- |    |             |  |
|----|-------------|--|
| 1. | INFRACTION: | Poor or deficient ratings for individual firefighters.         |
|    | ACTION:     | First Offense - Warning letter                                 |
|    |             | Second Offense - Suspension for the rest of the current season |

2.     INFRACTION:     Alcohol use or possession during a dispatch.  
                            Alcohol violations will require that treatment be  
                            successfully completed prior to reinstatement.  
           ACTION:       First Offense - Three-season suspension, current  
                            season plus two.  
                            Second Offense - Lifetime suspension.
3.     INFRACTION:     Drug use or possession during a dispatch. Drug  
                            violations will require that treatment be successfully  
                            completed prior reinstatement.  
           ACTION:       Report to law enforcement for appropriate legal  
                            action and suspension for rest of the current season  
                            plus two.
4.     INFRACTION:     Abandonment of position (walking away from the  
                            crew).  
           ACTION:       First Offense – Three-season suspension current  
                            season plus two.  
                            Second Offense – Lifetime suspension.
5.     INFRACTION:     Initiating a release from an incident under false  
                            pretenses.  
           ACTION:       First Offense – Three-season suspension, current  
                            season plus two.  
                            Second Offense – Lifetime suspension.
6.     INFRACTION:     Poor Physical Condition.  
           ACTION:       First Offense - Retake physical and the Work  
                            Capacity Test.  
                            Second Offense – Suspension for the rest of the  
                            current season.
7.     INFRACTION:     Fighting (physical contact must occur - assault and  
                            battery).  
           ACTION:       First Offense – Three season suspension, current  
                            season plus two.  
                            Second Offense – Lifetime suspension.
8.     INFRACTION:     Thievery.  
           ACTION:       First Offense – Suspension for the rest of the current  
                            season.  
                            Second Offense – Three-season suspension, current  
                            season plus two.

- |     |                            |  |
|-----|----------------------------|--|
| 9.  | INFRACTION:<br>ACTION:     | Malicious damage of government/private property.<br>First Offense – Suspension for the rest of the current season.<br>Second Offense – Three-season suspension, current season plus two.   |
| 10. | INFRACTION:<br><br>ACTION: | Conduct offensive or abusive to the public or other incident personnel.<br>First Offense – Suspension for the rest of the current season.<br>Second Offense – Three-season suspension, current season plus two.                                      |
| 11. | INFRACTION:<br>ACTION:     | Insubordination.<br>First Offense – Suspension for the rest of the current season.<br>Second Offense – Three-season suspension, current season plus two.   |
| 12. | INFRACTION:<br>ACTION:     | Failure to report sick or injured.<br>First Offense – Suspension for the rest of the current season.<br>Second Offense – Three-season suspension, current season plus two.   |
| 13. | INFRACTION:<br><br>ACTION: | Personal threats, intimidation, verbal abuse or harassment of persons on the basis of their race, sex, age, ethnic origin or religion.<br>First Offense – Three-season suspension, current season plus two.<br>Second Offense – Lifetime suspension. |
| 14. | INFRACTION:<br><br>ACTION: | Possession of firearms or deadly weapons as defined under Montana State law (includes knives with four-inch blades).<br>Report to Law Enforcement for appropriate legal action and suspension for the rest of the current season.                    |

15.   INFRACTION:       Crew boss/CREP failure to report violations of the  
                                  “rules of conduct” in writing.  
          ACTION:         First Offense – Suspension for the rest of the current  
                                  season.  
                                  Second Offense – Three-season suspension, current  
                                  season plus two.

Any infraction resulting in the demobilization of an individual will require the responsible individual to pay travel and meal costs for the return trip to their home unit. Reports of all infractions will be submitted to the home unit FMO/FCO.

## VI.   APPEAL PROCEDURES FOR INDIVIDUALS AND CREWS

This section explains the appeal process for MIF employees and crews that have received disciplinary letters and actions. Affected individuals and crews may appeal disciplinary decisions but must do so in writing within thirty days of receipt of the notice of disciplinary action issued by the home unit FMO/FCO.

Upon receipt of a valid, written appeal, the home unit FMO/FCO will schedule a meeting of the home unit MIF Board. The meeting should take place as soon after the appeal is received as possible, but in all cases, within two weeks. If the appellant individual or crew disputes the reported facts or the incident or evaluation on which the disciplinary action was based, an opportunity shall be afforded to present testimony. The appellant individual or crew will not be allowed to appeal the nature or severity of the penalty. The home unit MIF Board has no authority to change the standard penalty for an infraction.

The home unit FMO/FCO will issue a written decision within seven (7) working days after the appeal meeting. The written decision will be sent via certified mail, return receipt requested, to each individual affected. The BIA Regional Office and the ZDC will also be notified of the decision.

## VII.   CREW EVALUATIONS

Prior to release from an assignment, MIF crews and crew bosses will be evaluated on the assignment by the immediate supervisor of the crew boss. The evaluation will be done on the interagency “Fire Crew Performance Rating” form (ICS form 224, see Attachment 4). As necessary, Position Task Books will also be completed by the crew boss and/or strike team leader and /or CREP for squad bosses and crew boss trainees.

### A.   Evaluation

Each evaluation will consist of a thorough, accurate and fair reflection of a crew’s performance on all aspects of the assignment over the entire duration of the assignment.

The evaluation process will be ongoing as a necessary part of supervisory responsibility. When observed crew performance is highly satisfactory or superior, the supervisor will immediately recognize the performance and encourage it through the crew boss. If superior performance continues throughout the assignment, it will be documented in the written evaluation of the assignment.

When deficient crew performance is observed during an assignment, the supervisor will immediately identify the deficiency and discuss corrective action with the crew boss. If the deficiencies continue they will be documented in the written evaluation of the crew on the assignment.

At the end of the assignment, the "Fire Crew Performance Rating" must be completed by the supervisor and discussed with the crew boss. If a "deficient" rating is given in any category in Block #9, "Crew Evaluation", or Block #10, "Supervisory Performance", the deficiency will be fully explained in Block #14, "Remarks", and the evaluation will be reviewed and counter-signed by the next higher person in the chain of command prior to discussion with the crew boss.

B. Evaluation Routing

When a crew evaluation is completed it will be routed as follows:

- A. One copy will be given to the crew boss at the incident.
- B. One copy will be sent to the home unit FMO.
- C. One copy will be sent to the Rocky Mountain Regional Office.
- D. Evaluations will be reviewed and filed at the home unit and the Regional Office and used to determine training needs and effectiveness.

C. Position Task Books (PTB)

Position Task Books for squad boss, FFT 1 and crew boss positions will be initiated by the home unit FMO/FCO. Individuals will keep their own PTB between assignments until it is completed. Completed PTBs will be submitted to the home unit FMO/FCO for review, certification and entry into the SACS database. After PTBs have been entered into the SACS database they may be kept in an employee personnel file at the home unit or retained by the individual.

## VIII. MIF PROGRAM ADMINISTRATION

The following administrative requirements and procedures will be used in the management of MIF crews.

### A. Pay Rates and Pay Periods

#### 1. Pay Rates

Pay will be at an hourly rate for each hour of compensable time for the duration of employment. All compensable hours will be paid at straight time. MIF Crews will not be paid time-and-one-half rates. The rate per hour will apply to all hours worked, regardless of total number, night, Sunday, or holiday hours. The designated workweek starts Monday morning at 0001 hrs, and runs until Sunday night at 2400 hrs. MIF personnel are expected to work weekends and holidays if they fall within the employment period.

Rates of pay are established each year in the “Pay Plan For Emergency Workers” published by the U.S. Forest Service, Interim Directive No. 5109.24. A copy of the current pay plan is included in this operating plan as Appendix D. When casuals work as trainees, they shall be paid one level below the full performance level (Except AD-5’s).

#### 2. Pay Periods

Pay will start when the agency representative signing up the crew has assembled the complete crew at the point of hire. Crews can be paid for up to two hours while they are being issued fire gear before travel time starts. Refer to Interagency Incident Business Management Handbook for compensation for all on-shift and off-shift time.

Travel time, is any time recorded for travel from the point of hire until arrival at the incident. Travel time is compensable, except any break in travel over two hours is not compensable when individuals are free to eat, sleep, or, to a limited degree, pursue personal activities, as established in the Interagency Incident Business Management Handbook, Ch. 10, Sec: 11-12.3.

Ordered standby, occurs when at the direction of an Agency Official, casual firefighters are fully outfitted and available for immediate fire assignment from a specific location. Fire personnel will be compensated for all time, excluding meal breaks, as specifically authorized by an Incident Commander, Fire Management Officer, or other Agency Official.

When not on ordered standby, or assigned to a fire or other project work with specified availability and performance requirements, personnel will be compensated for a guaranteed eight hours per day. Reference the Interagency Incident Business Management Handbook, Ch. 10, sec, 11-12.4.

by Time spent in a mobilization or demobilization center, including incident base, where the individual can rest, eat, or to a limited degree, pursue activities of a personal nature, is not compensable as ordered standby. Such time is compensable only to the extent needed to complete the guaranteed eight hours for that calendar day. Reference the Interagency Incident Business Management Handbook, Ch. 10, sec, 11-12.5.

The minimum compensable time allowance for each employment period is two hours. Thereafter, time will be computed in multiples of 15 minutes.

Normal operational periods for crews on fires may often be twelve to fourteen hours duty time with a minimum of eight hours non-duty time between shifts. Any shifts in excess of sixteen hours will require a written justification by the Incident Commander.

B. Timekeeping

MIF crew time will be reported, for all assignments, on an OF-288, "Emergency Firefighter Time Report". This form must be completed per agency requirements established in the Interagency Incident Business Management Handbook. Prior to release from employment, or upon completion of a timesheet, the timesheet must be received and signed by the employee. An adequate supply of firefighter time sheets will be made available to the respective agency by dispatching units prior to the fire season. These forms will be initiated at the point of hire by the home unit and forwarded to the fire timekeeper via the crew boss or the CREP.

The crew boss or CREP will submit completed copies of OF-288's, to the Incident Finance Section for the crew. The crew boss or CREP must then obtain instructions from the Plans Section as to on or off-shift status of the crew. All shift time will be recorded on Crew Time Reports, SF-261, signed by the immediate supervisor, and submitted to Finance at the end of each operational period.

Prior to departure from each incident, the OF-288 must be reviewed and signed by each employee, if in agreement. If the individual disagrees with the posting of the time and/or commissary costs, it must be reported to the crew boss and corrections made by the Finance Section. The crew boss must assure the time sheets are complete and accurate before leaving the incident.



Time sheets will be hand carried by the Crew Boss to the home unit dispatch facility. Dispatch will close out the time sheets and coordinate with the appropriate ADO. Crews will not be paid at the incident.

C. Paying

Normally crews will be paid Assistant Dispersing Officer (ADO) check between three and five business days after the time sheets are received by the Administrative Payment Team (APT) unless the time sheets show sixteen hours or less in pay status. If this latter situation occurs, payments will be made by regular pay procedures and it will normally take three weeks for the checks to arrive. Crews dispatched from reservations of compacted Tribes and “urban crews” will be paid on a different time schedule than written above.

A firefighter has to be personally present to receive the ADO check. If the firefighter is not present to pick up his/her check, it will be mailed to his/her address. If a firefighter is dispatched to another fire before the check arrives, arrangements can be made for the ADO to hold the check until the firefighter returns.

A firefighter will not be paid until the crew returns to the home unit. All issued equipment will be accounted for prior to payment.

Pay as per IIBMH (eight hours/day) may be continued for injured firefighters (including those that are released) until the crew returns to the home unit.

D. Conditions of Hire

All MIF personnel will read and sign a “Conditions of Hire” statement when they are hired (See Attachment 1). Refusal to sign the statement will prevent the person from being hired.

E. Income Tax Withholding Information

All MIF personnel will be afforded the opportunity to complete and sign a Withholding Allowance Certificate W-4, Earned Income Credit Advance Payment Certificate W-5 (if eligible and claiming Earned Income Credit), and applicable state income tax withholding forms when they are first hired. Failure to complete and sign such forms will result in tax being withheld at the highest (default) rate for both federal and state income taxes. Emergency firefighters may request taxes to be withheld from a state other than where they were hired by filing the appropriate state income tax withholding form. Starting March 2003 Direct Deposit for EFF personnel will be initiated. See your unit FMO for specifics.

F. Transportation Manifest

When a MIF crew is transported by air or ground, a transportation manifest will be prepared prior to departure of the crew. The manifest will show names, social security numbers, and weights of all personnel traveling on the designated vehicle/aircraft.

At least eight copies of the manifest will be prepared and distributed as follows:

3 copies – Crew Boss, one goes to receiving office, one goes to finance section

3 copies – Vehicle/aircraft operation

1 copy – Retain at point of transportation origin

1 copy – Mailed to office originating transportation

The following transportation manifest will be used:

“Passenger and Cargo Manifest” USDA/USDI Standard Form 245, (Appendix G. Attachment 3).

G. Employment Eligibility and Verification, Form I-9

The Immigration Reform and Control Act of 1986 requires employers to hire only individuals who are eligible to work in the United States. All emergency fire fighters will be required to complete Form I-9, Employment Eligibility and Verification, prior to employment. Each home unit will be responsible for ensuring completion of an I-9 for all MIF personnel.

Non-U.S. citizens hired as firefighters must have an Individual Taxpayer Number (ITN) in order to be paid. Individuals obtain an ITN by completing a Form W-7, Application for IRS Individual Taxpayer Identification, and submitting it to the local Internal Revenue Service Office.

H. Personal Information Disclosure

Social Security Number (SSN) disclosure is mandatory as a condition of hire. The SSN is used primarily to gather earnings data in connection with lawful requests from other agencies (IRS or state tax agencies). Section 6311 of Title 5 U.S.C. authorizes collection of this information. Disclosure of information to the Department of Labor is required when processing a claim for compensation regarding a job-related injury or illness; to a State Unemployment Compensation Office regarding a claim; to Tribal Police, Federal, State, or local law enforcement agencies for violations or criminal investigations.

Information on application forms is mandatory and is used to determine and certify qualifications of individual firefighters. Applicants must certify that all the information is correct to the best of their knowledge and authorize the release of medical information that will verify physical fitness and qualifications for firefighting crew and camp crew duties.

I. Incident Training and Experience Records

The home unit FMO/FCO is responsible for maintaining current and accurate incident training and experience records for all MIF personnel available for dispatch from that location. If the FMO/FCO cannot verify the qualifications for a position listed on a red card the red card should not be signed. The individual firefighter has the responsibility to provide current information to the home unit FMO/FCO to enter into the SACS database.

J. MIF Accident/Incident Reporting

1. Office of Workers' Compensation (OWCP) Procedures

MIF crew bosses are responsible for hand-carrying originals of all injury report forms to the home unit. Montana Indian Firefighters are considered to be federal employees when they are initially hired until they are terminated at the point of hire. When an incident occurs, the using agency will initiate appropriate paperwork (CA-1, CA-2, etc.) for the individual. For OWCP purposes, the paperwork will be coded to the reservation that is the home unit. Crew bosses should be familiar with their home unit address and OWCP charge back coding so they can check or provide the correct information for completing paperwork. Complete employing office addresses and alpha charge back codes to be entered on CA forms for members of MIF crews in the Northern Rockies Geographic Area are:

OWCP CODE 7106BN  
Blackfeet Agency/C51  
Bureau of Indian Affairs  
Browning, MT 59417

OWCP CODE 7106HA  
Fort Belknap Agency/C55  
Bureau of Indian Affairs  
Harlem, MT 59526

OWCP CODE 7106CR  
Crow Agency/C52  
Bureau of Indian Affairs  
Crow Agency, MT 59022

OWCP CODE 7106BX  
Rocky Boy Agency/C59  
Chippewa Cree Tribe  
Box Elder, MT 59521

OWCP CODE 7106PO  
Fort Peck Agency/C56  
Bureau of Indian Affairs  
Poplar, MT 59255

OWCP CODE 7106PA  
CS&KT/Flathead Agency/P13  
Bureau of Indian Affairs  
Ronan, MT 59864

OWCP CODE 7106LD  
Northern Cheyenne Agency/C57  
Bureau of Indian Affairs  
Lame Deer, MT 59043

When medical treatment for an injury or illness is provided on the fire through OWCP procedures, the fire agency will complete all initial paperwork on the individual. The paperwork will be completed with the address and OWCP coding for the initial hiring or home unit. The original CA-1 and CA-2, a copy of the CA-16, and the doctor's report are to be attached to the employee's fire time sheet to return to the home unit. The home unit makes the original submission of the claim to the Denver OWCP office.

In the Northern Rockies Geographic Area, submission of claims for MIF crews for the BIA, are to be made by the home unit. The host unit will complete and submit all initial paperwork to the pertinent address, including the OWCP coding for the initial hiring or home unit.

When MIF crews are used on state fires, the paperwork for an injured individual will be completed by the crew boss/CREP, or by the Federal Agency Representative on the fire.

2. Agency Provided Medical (APMC) Procedures

Initial emergency medical treatment for injuries that do not require hospitalization or surgery may be provided by the host agency. Such treatment will be requested by fire resource order and cost of the treatment will be billed to and paid by the host agency. The CA-1 or CA-2, a medical report from the doctor, and a statement of explanation and instruction will be attached to the employee's fire time sheet for return to the home unit. Crew bosses will hand carry and make sure that this paperwork is given to the home units dispatching office. Form FS-6100 16 may be used to request the treatment. This form also contains the doctor's report and the statement of explanation on the reverse. If no further medical treatment is necessary or requested by the employee and there has been no lost time because of the injury, the home unit will file the CA-1 and CA-2 and medical documentation for record purposes. No claim will be submitted to OWCP.

If follow-up medical treatment is necessary or lost time occurs, the home unit will initiate OWCP procedures, such as issuing a CA-16 to the physician of the employee's choice, and submit the claim to OWCP.

3. Responsibility

Responsibility for completing injury report forms is at every level; employee, squad boss, crew boss and CREP. The injured employee must notify his or her supervisor immediately and identify someone who was a witness to the injury. We have a great responsibility to insure that the employee receives proper and timely medical treatment and that their rights under the Federal Employee's Compensation Act (FECA) and OWCP are fully understood and protected. When injured employees are treated on a fire through agency contracted medical services, it is important that they be advised of the coverage and options still available to them under FECA/OWCP regulations. This includes being entitled to go to a doctor of their choice when they return home, if necessary.

K. Mail

No mail or packages will be accepted or delivered to MIF crewmembers on fire assignments. Emergency messages will be delivered.

L. Hazardous Materials

Hazardous materials such as fusees will not be transported on commercial aircraft to or from any fire assignment.

**INSTRUCTIONS FOR CREW REPRESENTATIVES  
MONTANA INDIAN FIREFIGHTERS**

THESE INSTRUCTIONS SHOULD BE READ AND CARRIED BY EACH CREW REPRESENTATIVE.

**REASONS FOR SENDING CREW REPRESENTATIVES:**

1. To purchase meals in transit and engage transportation when scheduled means fail. To assist the Crew Boss in solving crew problems that may develop on fires or in transit.
2. Assure equitable treatment of the crew(s) and acceptable performance for the host agencies.
3. To live and work with crews and assist the Crew Boss in providing for the crew member's health, welfare and safety.
4. When crews are sent outside local area, Crew Representatives are official spokespersons for crews when in travel status.
5. Provide a communication link between the crew and the dispatching unit.
6. Report crew performance upon completion of assignment.
7. To ensure timesheets are complete and accurate.
8. To ensure all accident forms are completed and adequate copies distributed.

**CREW REPRESENTATIVE NEEDS:**

**A. Equipment:**

1. Standard letter size loose-leaf notebook to carry instructions and documents for this assignment.
2. A sample copy of a Government Transportation Request including appropriation numbers.

3. A fire directory including key telephone numbers for Regional Coordinators in the Western States, National Forest Dispatchers in Region 1 and others as needed.
4. Current Pay Plan for Emergency Workers.
5. A copy of Memorandum of Understanding between Government Agencies, current year Operating Plan for Montana Indian Firefighter Agreement and a copy of General information for Montana Indian Firefighters, Form R1-5170-4.
6. One Fireline Handbook, FSH 5109.32 (410-1) with current R-1 supplements.
7. Form CA-1 and 2; two each, Form CA-16 and 17, six each .
8. Forest Service Health and Safety Code Handbook, FSH 6709.11.
9. First Aid Guide (USDA Handbook 227).
10. Emergency Firefighter Time Reports, OF 288, 50 each.
11. Shipping tags, 50 each.
12. Current calendar.
13. Extra supply of carbon paper.
14. One roll of masking tape, 1-inch width and a black felt marker or, a set of the standard decals for marking hard hats of Crew Boss and Squad Boss.
15. Extra pencils, pens, field notebook, paper clips, rubber bands, etc.
16. Interagency Incident Business Management Handbook (11BMH).

B. Clothes:

A Crew Representative needs the same personal protective equipment as crewmembers. It is desirable that their hardhats be plainly marked with their title or some other distinctive identification.

C. Information Needed by the Crew Representative Before Departure:

1. How to get to the assembly point.
2. When to be there and the designated assembly time for the crew.

3. Crew Boss names or BIA personnel to be contacted at the assembly point.
4. Size of the crew or crews.
5. Details on transportation to the fire.
6. Plans for feeding crews enroute.
7. Whom and Where to report to at the fire.
8. Fire name, location, ordering agency and any details available about the fire, such as: size, type of terrain, type of fuels and unusual weather conditions.
9. Incident order and request number on which crew is dispatched.

**D. Crew Representative Duties and Responsibilities:**

1. The Crew Representative shall work closely with the Plans section during the incident.
2. Departs to the assembly point as instructed. Means of travel and routes are usually stated in instructions; if not, the Crew Representative uses whatever means available to reach the assembly point on time.
3. Meets with the crews and the Crew Boss, and through the Crew Boss, is introduced to the entire crew. Verifies identification cards and checks for current injuries, proper clothing, footwear and sees that equipment is issued and luggage is identified. Checks time reports, corrects or prepares any not prepared.
4. Before leaving, notifies the appropriate dispatcher of the time of departure and estimated time of arrival at designated point and of shortages of equipment or other problems. Expenses incurred making official calls can be collected on appropriate vouchers.
5. Takes crew aboard the planes or buses that are provided, informs the crew of their destination, fire name, location, agency and of any other information about the fire at the first opportunity.
6. Upon arriving at the incident, report to the Planning Section Chief and give the Finance Section the time reports for the crew and themselves. Report to the Interagency Resource Representative (if available) before and after each operational period at a designated location. Reports the checking in and out of the crew to the timekeeper accurately and promptly. Arranges for safe storage of gear.



7. Protest orders considered unsafe, imprudent or which conflict with established agreements to someone with higher authority than the person issuing the order. If the order is upheld, it must be obeyed or the Crew Boss goes on non- pay status until ordered to another job or discharged. Keeps Interagency Resource Representative informed.
8. If any of the crew is injured, make sure all appropriate forms are filled out and completed before leaving the fire. Make certain the host agency and the dispatching agency receive copies of the forms. Normally returns to the agency with the crews and coordinates final settlement of crew's time with the home unit.
9. During and before leaving the fire or staging area, assure all time slips are checked and signed by appropriate fire officials. Checks to make sure the proper agency(s) are notified of the crew's returning ETA in advance.
10. Returns to home station by furnished transportation or by common carrier.
11. Immediately upon returning to the home unit writes a clear, detailed, signed report of assignment and sends copy to the home Unit FMO for distribution to the zone dispatch center. All disputes, protests or other irregularities are explained. The report will contain an evaluation of the efficiency of the crew, Squad Boss and Crew Boss. Individual problems will be precisely explained. Individual and crew meritorious performance evaluation will be documented.
12. Complaints or questions from the crew will be placed through the Crew Boss and answers or decisions given to the Crew Boss in return.
13. Advise the Crew Boss of whereabouts at all times.
14. Does not serve in any other fire function capacity unless directly ordered by proper authority and then only temporarily or in emergency situations.
15. In the performance of all of the above items, makes maximum use of opportunities for training crew bosses in all aspects of the job. The Crew Boss must be allowed to perform the actual job of crew boss. The Crew Rep will not come between the Section Chief and the Crew Boss, but insures the Crew Boss understands assignments and objectives for each operational period.

E. Agreement with the Firefighters:

1. Crew Bosses, Squad Bosses and firefighters will be paid according to the Pay Plan for Emergency Workers. See reference FSH 5109.34, 13.6.

2. A typical crew will consist of a Crew Boss, three Squad Bosses and 15 firefighters. On project fires, crews will not be broken up and separated except in emergencies and then not for long periods.
3. Food will be provided. Crews leaving home after mealtime cannot expect to be fed until the next mealtime.
4. Crew members injured on the job will be cared for under Office of Workers' Compensation of APMC procedures like all government employees. It is the responsibility of the unit on which the injury occurs to start and arrange treatment.

#### F. Incidental Information.

1. The Crew Representative should not attempt to function as the Strike Team Leader. They are separate functions and normally cannot be handled by one person without undue demand on that person.
2. Do not hesitate to call the Regional Coordinator at 1-800-247-8328 to request information or give notification of changes in transportation schedules and arrival time.
3. You should see that your Crew Boss has been properly briefed as to the specific assignments, instructions, local conditions and hazards before going on the fireline.
4. Review and discuss the Safety Code items pertaining to firefighting and the Ten Standard Firefighting Orders with Crew Boss.
5. Be certain adequate communication with the Division Group Supervisor, Strike Team Leader and Crew Boss is provided on the fireline.
6. Encourage good crew organization. Squad Bosses should assume full responsibility for supervision of their firefighters and function as a supervisor rather than a worker. The Crew Boss and Squad Bosses should work together as a team. Order should flow from the Strike Team Leader or Division Group Supervisor to the Crew Boss, to the Squad Boss, and then to the firefighters as much as possible.

## APPENDIX B

### CREW REPRESENTATIVE/CREW BOSS REPORT (Circle One)

#### I. HEADING

Fire Name (s) \_\_\_\_\_

Geographic Area \_\_\_\_\_

National Forest or Other Agency \_\_\_\_\_

Fire Order/Request Number \_\_\_\_\_

Inclusive Dates \_\_\_\_\_ to \_\_\_\_\_ 20 \_\_\_\_\_

Crew Identification \_\_\_\_\_  
\_\_\_\_\_

Crew Representative \_\_\_\_\_ Home Unit \_\_\_\_\_

IARR \_\_\_\_\_ Home Unit \_\_\_\_\_

#### II. DESCRIPTION OF ASSIGNMENT

A. Assembly Point \_\_\_\_\_ Met Crew (time, date) \_\_\_\_\_

B. Means of Travel:

C. Fire behavior during shifts worked:

D. Type of work done:

E. Camp Organization and Conditions:

### III. CREW EVALUATION

A. Physical Condition (Identify individuals that were good or bad):

B. Tool Skill:

C. Tool and Fire Safety:

D. Organization:

E. Behavior (On and off fire line and travel):

F. Crew Boss: (applicable for crew rep only):

1. Training and experience:

2. Line Knowledge:

3. Safety:

4. Crew Supervision:

5. Other (areas for improvement, etc):

G. Squad Boss:

1. Training and experience:

2. Fire Knowledge:

3. Safety:

4. Squad Supervision:

5. Other (areas for improvement, etc):

H. Other (general comments that might help the crew):

IV. INJURIES REPORTED ON CA-1

<u>Name</u>	<u>Type of Injury</u>	<u>Medical Treatment Beyond First Aid</u>
_____	_____	_____
_____	_____	_____

V. PROBLEMS (Include fireline safety and individual crew members):

VI. OUTSTANDING PERFORMANCE (Include individual crew member performance):

VII. OTHER COMMENTS (Pertinent to crew or crew boss performance):

Signature: \_\_\_\_\_  
CREW REP/CREW BOSS (circle)

## **APPENDIX C**

### **Federal Interagency Annual Medical History and Clearance Form Wildland Firefighters (Arduous Duty)**

Agency administrators and supervisors are responsible for the occupational health and safety of their employees performing wildland and prescribed fire activities. This may require employees to take a medical examination at any time.

Medical examinations are diagnostic tool that can give an early warning to employees involved in wildland or prescribed fire activities about potential health problems. If the employee is determined to be unfit for arduous-level duty based on the results of the examination, they are not allowed to take the work capacity test or participate in wildland or prescribed fire at the arduous level.

Applicants for federal employment, as well as current federal employees, are presumed to be medically qualified unless there is specific medical evidence that they are not. For some positions, specific medical standards or requirements are justified because of the arduous/hazardous nature of the functions to be conducted or the circumstances under which they are conducted, the need for a high degree of reliability and safety for employees, and a commitment by the employing agency to maintain a high degree of responsibility toward public safety.

## APPENDIX C

Firefighter Printed Name \_\_\_\_\_

**FEDERAL INTERAGENCY  
ANNUAL MEDICAL HISTORY and CLEARANCE FORM  
Wildland Firefighters (Arduous Duty)**

**\*\*\*CAUTION\*\*\***

**THIS DOCUMENT CONTAINS CONFIDENTIAL MEDICAL INFORMATION  
AND IS SUBJECT TO THE PROVISIONS OF THE PRIVACY ACT (5 USC 552a)**

This medical history form is to be completed every year unless the firefighter receives a baseline or periodic examination. This form must be completed *prior* to participating in the arduous duty work capacity test ("Pack Test").

**Fire Management Officer (FMO):** a) Fill-in the firefighter's name on the top left corner of this first page, b) On a computer generated label or typewriter, enter the Personnel Office's name, street address, city, state, zip code, telephone number, and e-mail address, c) On a computer generated label or typewriter, enter your name, street address, city, state, zip code, telephone number, and e-mail address, and d) Schedule an appointment for the firefighter through the Central Medical Consultant's secure webpage.

**Firefighter:** Complete ALL of pages 3 and 4 of this form, attend the medical screening appointment, and return the "Clearance Sheet" (page 6) to your FMO. If the FMO does not receive the "Arduous Duty Wildland Firefighter Clearance Form" you will not be allowed to take the Pack Test. All "Yes" answers in the medical history sections must be explained and may require further information from your personal physician(s).

**Local Health Care Professional:** Review the requirements for an arduous duty wildland firefighter (page 2), review the firefighter's self disclosure responses (page 3 and 4), and complete the "Medical Screening" (page 5) and the "Arduous Duty Wildland Firefighter Clearance Form" (page 6). Provide the completed "Arduous Duty Wildland Firefighter Clearance Form" to the firefighter (page 6), unless directed otherwise. Forward pages 1 to 5 of this form via overnight courier (e.g. FedEx) to the address provided by the Central Medical Consultant. **All significant, abnormal findings are to be discussed with the firefighter.**

<b>Personnel Office</b>	<b>Fire Management Officer</b>
Name: _____	Name: _____
Street Address _____	Street Address _____
City , State, Zip: _____	City , State, Zip: _____
Telephone Number: _____	Telephone Number: _____
E-mail: _____	E-mail: _____
<b>Central Medical Consultant</b> Comprehensive Health Services, Inc. 8229 Boone Blvd, Suite 700 Vienna, Virginia 22182 800-638-8083	

<b>PRIVACY ACT INFORMATION</b>
<small>The information contained in this form will be used to determine whether an individual considered for arduous level wildland firefighting can safely and efficiently perform those duties in a manner that will not unduly risk aggravation, acceleration, exaggeration, or permanently worsening a pre-existing medical condition. Its collection and use are consistent with the provisions of the 5 CFR 339 (Medical Qualification Determinations), 5 USC 552a (Privacy Act of 1974), 5 USC 3301 (Examination, Certification, and Appointment), and Executive Orders 12107 (Merit Systems Protection Board) and 12564 (Drug Free Federal Workplace). The information will be placed in your official Employee Medical File, and is to be used only for official purposes as explained and published annually in the Federal Register under OPM/GOVT-10, the OPM system of records notice.</small>

Annual Form 10-02.doc

**ESSENTIAL FUNCTIONS AND WORK CONDITIONS  
OF AN ARDUOUS DUTY  
WILDLAND FIREFIGHTER**

<b>Time/Work Volume</b>	<b>Physical Requirements</b>	<b>Environment</b>	<b>Physical Exposures</b>
<b>May include:</b>			
<ul style="list-style-type: none"> <li>! long hours (minimum of 12 hour shifts) irregular hours</li> <li>! shift work</li> <li>! time zone changes</li> <li>! multiple and consecutive assignments</li> <li>! pace of work typically set by emergency situations</li> <li>! ability to meet “arduous” level performance testing (the “Pack Test”), which includes carrying a 45 pound pack 3 miles in 45 minutes, approximating an oxygen consumption (VO<sub>2</sub> max) of 45 mL/kg-minute</li> <li>! typically 14-day assignments, <i>but may extend up to 21 days</i></li> </ul>	<ul style="list-style-type: none"> <li>! use shovel, Pulaski, and other hand tools to construct fire lines</li> <li>! lift and carry more than 50#</li> <li>! lifting or loading boxes and equipment</li> <li>! drive or ride for many hours</li> <li>! fly in helicopters and fixed wing airplanes</li> <li>! work independently, and on small and large teams</li> <li>! use PPE (includes hard hat, boots, eyewear, and other equipment)</li> <li>! arduous exertion</li> <li>! extensive walking, climbing</li> <li>! kneeling</li> <li>! stooping</li> <li>! pulling hoses</li> <li>! running</li> <li>! jumping</li> <li>! twisting</li> <li>! bending</li> <li>! rapid pull-out to safety zones</li> <li>! provide rescue or evacuation assistance</li> <li>! use of fire shelter</li> </ul>	<ul style="list-style-type: none"> <li>! very steep terrain</li> <li>! rocky, loose, or muddy ground surfaces</li> <li>! thick vegetation</li> <li>! down/standing trees</li> <li>! wet leaves/grasses</li> <li>! varied climates (cold/hot/wet/dry/humid/snow/rain)</li> <li>! varied light conditions, including dim light or darkness</li> <li>! high altitudes</li> <li>! heights</li> <li>! holes and drop offs</li> <li>! very rough roads</li> <li>! open bodies of water</li> <li>! isolated/remote sites</li> <li>! no ready access to medical help</li> </ul>	<ul style="list-style-type: none"> <li>! light (bright sunshine/UV)</li> <li>! burning materials</li> <li>! extreme heat</li> <li>! airborne particulates</li> <li>! fumes, gases</li> <li>! falling rocks and trees</li> <li>! allergens</li> <li>! loud noises</li> <li>! snakes</li> <li>! insects/ticks</li> <li>! poisonous plants</li> <li>! trucks and other large equipment</li> <li>! close quarters, large numbers of other workers</li> <li>! limited/disrupted sleep</li> <li>! hunger/irregular meals</li> <li>! dehydration</li> </ul>



**FEDERAL INTERAGENCY  
ANNUAL MEDICAL HISTORY and CLEARANCE FORM  
Wildland Firefighters (Arduous Duty)**

<p style="text-align: center;">(Print Only)</p> <b>Firefighter's Name:</b>	<b>SSN:</b>
<b>Name of Employing Agency:</b>	<b>Date of Birth:</b>
<b>Position/Job Title:</b>	<b>Gender:    Male                  Female</b>
<b>Home Address:</b> (Street or PO Box) (City, State, Zip)	<b>Date of Last Physical Exam:</b>
<b>Home Phone: (    )</b>	<b>Work Phone: (    )</b>

Incomplete forms or missing information may result in a delay clearing you for firefighter duties and prevent you from taking the Pack Test. Submitting information that is misleading or untruthful may result in termination or failure to be cleared as a firefighter. This history form and review do not substitute for routine health care or a periodic health examination conducted by your physician. It is being conducted for occupational purposes only. I certify that all of the information I have provided on this form is complete and accurate to the best of my knowledge. I authorize release of information within this form to the Interagency Medical Standards Program Manager or their representatives for the purpose of medical clearance as an arduous duty wildland firefighter.

<b>Firefighter's Signature:</b>	<b>Current Date:</b>
---------------------------------	----------------------

**MEDICAL HISTORY**

**Smoking History**

This information is needed since smoking increases your risk for lung cancer and several other types of cancer, chronic bronchitis, emphysema, asbestos related lung diseases, coronary heart disease, high blood pressure, and stroke. Please check your smoking status and complete the associated section:

☐ Current Smoker    ☐ Former Smoker    ☐ Never  
 Smoked  
 Number of cigarettes per day \_\_\_\_\_ Number of cigarettes per day \_\_\_\_\_  
 Number of cigars per day \_\_\_\_\_ Number of cigars per day \_\_\_\_\_  
 Number of pipe bowls per day \_\_\_\_\_ Number of pipe bowls per day \_\_\_\_\_  
 Total years you have smoked \_\_\_\_\_ Total years you smoked \_\_\_\_\_

**Alcohol/Drug Use**

What is your average alcohol consumption (number of drinks) in a week?  
 \_\_\_\_\_ Drinks (1 drink = 12 Oz. beer, 1 glass wine, or 1.5 oz liquor)

If you drink, what is your usual pattern of drinking? (Circle)  
 Weekdays    Weekends    Both

Do you use recreational drugs? No  
 Yes (Describe fully)

**Describe Your Physical Activity or Exercise Program**

Type of Activity or Exercise \_\_\_\_\_

Intensity:    Low \_\_\_\_\_    Moderate \_\_\_\_\_    High \_\_\_\_\_    Duration, in Minutes per Session \_\_\_\_\_

(Examples: Walking Jogging, cycling Sustained heavy breathing and perspiration)    Frequency, in Days per Week \_\_\_\_\_

**Medications (List all medications you are currently taking, including those prescribed and over-the-counter.)**

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Date of last Tetanus (Td) shot:

<b>MEDICAL HISTORY</b> <b>(continued)</b>	<b>Yes</b>	<b>No</b>	<b>Every item checked "Yes must be explained in the spaces below, specifying the number of the item. Copies of pertinent medical records also may be necessary.</b>
1. Surgery, or advised to have surgery?			
2. Treatment by doctors, healers, or other practitioners for any problem other than minor illnesses?			
3. Treatment for a mental or emotional condition?			
4. Allergies? (If "Yes," describe in box on right)			
5. Any type of eye disease?			
6. Contact lenses? Hard or Soft (circle one)			
7. Any type of ear disease?			
8. Problem with dizziness or balance?			
9. Any type of skin disease (other than acne)?			
10. Varicose veins, blood clots, or swollen and painful veins?			
11. Anemia?			
12. High blood pressure?			
13. A stroke?			
14. Poor circulation in hands or feet?			
15. Heart disease, heart murmur, chest pain (angina), palpitations (irregular beat), or heart attack?			
16. Problem with passing out, fainting, or losing consciousness?			
17. Any type of lung disease?			
18. Asthma, bronchitis, or emphysema?			
19. A need to use inhalers?			
20. Tuberculosis or a positive TB skin test?			
21. Diabetes?			
22. A need for insulin shots?			
23. Unexplained weight loss or gain?			
24. Joint pain or arthritis?			
25. Loss of use of an arm, leg, finger, or toe?			
26. Back pain, back trouble, or injury?			
27. Tremors, shakiness, or seizures?			
28. Numbness or tingling in hands or feet?			
29. Frequent headaches or migraines?			
30. Any type of stomach or intestine disease?			
31. Hernia?			
32. Hepatitis?			
33. Any type of liver disease?			
34. Blood in the stool or vomited blood?			
35. Any type of kidney or bladder disease?			
36. Kidney stones?			
37. Difficulty or pain with urination?			

**Firefighter Name (Print Only)** \_\_\_\_\_

## MEDICAL SCREENING

Screening Item	Result	Qualifying Standard	Comments
1. <u>Height</u> (inches)		None	
2. <u>Weight</u> (pounds)		None	
3. <u>Blood Pressure</u> (mm Hg)	/	Less than or equal to 140/90	
4. <u>Pulse</u> (beats per minute)		None	
5. <u>Hearing</u> (without hearingaids) Whispered word at 1 foot from ear (opposite ear should be covered) Spoken word at 1 foot from ear (opposite ear should be covered)	<b>Heard?</b> Right Whisper <input type="checkbox"/> Left Whisper <input type="checkbox"/> Right Spoken <input type="checkbox"/> Left Spoken <input type="checkbox"/>	Threshold shift not greater than 40 dB in the speech frequency range. Whisper = about 30 dB Spoken = about 60 dB (Need to hear a whisper)	
6. <u>Vision</u> Uncorrected far: (Soft contact lense wearers can leave contacts in) Corrected far:  Color (Red/Green/Yellow)	Right -20/_____ Left -20/_____ Right -20/_____ Left -20/_____ Can see: Red   Green   Yellow	Uncorrected far vision of 20/100 or better in each eye AND Corrected far vision of 20/40 or better in each eye AND Can see red/green/yellow	

### Findings:

☐ **A. No Significant Findings** – The firefighter meets the qualifying medical standards listed above. The firefighter appears capable of performing the functional requirements of an arduous duty wildland firefighter (see page 2). **Note:** This includes the ability to safely participate in arduous duty performance testing, consisting at a minimum of carrying a 45 pound pack a distance of 3 miles in a period of 45 minutes over level ground (the “Pack Test”).

☐ **B. Significant Finding (Uncorrected Far Vision ONLY)** – The firefighter does not meet the uncorrected far vision standard listed above. An acceptable accommodation is to require the possession during duty hours of a second set of corrective lenses. With this accommodation, the firefighter appears capable of performing the functional requirements of an arduous duty wildland firefighter (see page 2). **Note:** This includes the ability to safely participate in arduous duty performance testing, consisting at a minimum of carrying a 45 pound pack a distance of 3 miles in a period of 45 minutes over level ground (the “Pack Test”).

☐ **C. Significant Medical Findings** - The firefighter does not meet one or more of the qualifying medical standards listed above, OR is not considered capable of performing the functional requirements of an arduous duty wildland firefighter (see page 2), OR is not considered able to safely participate in arduous duty performance testing, consisting at a minimum of carrying a 45 pound pack a distance of 3 miles in a period of 45 minutes over level ground (the “Pack Test”).

☐ **D. Final Determination Cannot be Made Based on Available Medical Information** - The following results (**Please List**) were inconclusive and require that further information be provided to the Interagency Medical Review Officer from the firefighter’s personal health care provider. The firefighter and their Fire Management Officer should contact their Agency representative for further direction. Final recommendation for participation as an arduous duty wildland firefighter cannot be made at this time.

\_\_\_\_\_  
(Print Only) Name - Local Health Care Professional

\_\_\_\_\_  
Signature – Local Health Care Professional

\_\_\_\_\_  
Date

\_\_\_\_\_  
(Print Only) Address

\_\_\_\_\_  
License/Certification Number

\_\_\_\_\_  
License/Certification State

\_\_\_\_\_  
(Print Only) City, State, Zip

\_\_\_\_\_  
( )  
Telephone Number

**Firefighter Name (Print Only)** \_\_\_\_\_

## ARDUOUS DUTY WILDLAND FIREFIGHTER CLEARANCE FORM

**Local Health Care Professional:** Complete the information required below, then detach and provide this page to the firefighter at the end of the medical screening.

**Firefighter:** You must return this page to the Fire Management Officer prior to taking the Pack Test.

Firefighter Name: \_\_\_\_\_

Agency, Unit, and Location: \_\_\_\_\_

☐ Employee **CLEARED** for Arduous Duty Wildland Firefighting and the Pack Test

*(Findings A or B were marked on page 5)*

☐ Second set of corrective lenses (glasses) to meet uncorrected vision standard is required.

*(Finding B was marked from page 5)*

☐ Employee **NOT CLEARED** for Arduous Duty Wildland Firefighting and the Pack Test. Further evaluation is necessary. **Findings discussed with firefighter.**

*(Findings C or D were marked on page 5)*

\_\_\_\_\_  
(Print Only) Name - Local Health Care Professional

\_\_\_\_\_  
Signature – Local Health Care Professional

\_\_\_\_\_  
Date

\_\_\_\_\_  
(Print Only) Address

\_\_\_\_\_  
License/Certification Number

\_\_\_\_\_  
License/Certification State

\_\_\_\_\_  
(Print Only) City, State, Zip

(\_\_\_\_\_)\_\_\_\_\_  
Telephone Number

**Firefighter Name (Print Only)** \_\_\_\_\_

## HEALTH SCREEN QUESTIONNAIRE

The purpose is to identify individuals who may be at risk in taking the Work Capacity Test (WCT) and recommend an exercise program and/or medical examination prior to taking the WCT.

Employees are required to answer the following questions. The questions were designed, in consultation with occupational health physicians, to identify individuals who may be at risk when taking a WCT. The information on the Health Screen is considered confidential and must be filed appropriately.

Solicitation of this information is authorized by Title 5 U.S. Code Section 3301, which provides for a determination of an individual's fitness-for-duty.

A YES answer will only mean that a physical and/or functional fitness evaluation is required prior to the employee taking the WCT. A doctor will then make a determination as to whether or not the employee should participate in a WCT.

Condition		Yes	No
1	During the past 12 months have you at any time (during physical activity or while resting) experienced pain, discomfort or pressure in your chest?		
2	During the past 12 months have you experienced difficulty breathing or shortness of breath?		
3	Are you currently under doctor's care for heart or lung related condition?		
4	Have you ever been diagnosed with, and are you currently being treated for, high blood pressure?		
5	Do you have a blood pressure with systolic (top#) greater than 140 or diastolic (bottom#) greater than 90?		
6	Do you have a resting pulse greater than 100 beats per minute?		
7	Do you have a bone or joint condition that could be made worse by a change in your physical activity?		
8	Do you know of any other medical or physical reason you should not take the Work Capacity Test?		
9	Do you have asthma, diabetes, epilepsy or elevated cholesterol?		

I understand that if I need to be evaluated, it will be based on the fitness requirements of the position(s) for which I am qualified.

Participant\_\_\_\_\_

Administrator\_\_\_\_\_

Date\_\_\_\_\_

## APPENDIX D

**PERSONNEL BULLETIN NO. 03-08** (500)

February 13, 2003

**SUBJECT:** Pay Plan for Emergency Workers

Attached is the 2003 Administratively Determined Pay Plan for Emergency Workers. It replaces all previously approved plans. This plan authorizes and provides direction relative to the hiring of emergency workers. This is forwarded for immediate implementation and will expire on December 31, 2003.

All offices hiring under this authority should adhere to the provisions of this plan.

The following changes became effective January 1, 2003:

1. Increases the rates for AD-1 through AD-4 to reflect the 3.1 percent general pay increase effective January 1, 2003 (paragraph B1), and authorizes Assistant Disbursing Officers (ADO's) to issue supplemental payments to those paid since January 1, 2003, at the lower rate previously in effect in 2002.
2. Changes the maximum AD-5 rate from \$30 to \$35 (paragraph B2).
3. Changes who is authorized to hire AD-5 casuals from "Incident Commander or comparable official" to "appropriate agency hiring official" (paragraph B2).
4. Changes responsibility for establishing AD-5 rates from the Geographic Area Coordination Groups to the NWCG Incident Business Practices Working Team and adds that Geographic Area Coordinating Groups may establish AD-5 rates for positions not listed and publish in a geographic area supplement (paragraph B2).
5. Clarifies who may establish exceptions to AD-4 rates (paragraph B2b).
6. Adds that the Area Commander position, as well as Incident Commander and Deputy Incident Commander positions on National Incident Management Teams and Geographic Area Type II Teams are key positions and may only be filled by current agency employees (paragraph B2c).
7. Clarifies that the term of hire for emergency hazardous fuel reduction work is restricted to no greater than 300 hours per **calendar** year (paragraph E2).

8. Adds direction that hiring units will use casual (AD) hiring information forms, per agency policy, and that casuals hired under this plan must meet minimum security requirements as established by agency policy (paragraph E6).
9. Clarifies that casuals in positions that require special licensing or certification must meet the requirements of the State where the incident is located (paragraph E7).
10. Clarifies that the hiring unit or their designee is responsible for verifying eligibility of casuals hired (paragraph E8).
11. Adds that the Agency Administrator or their designee has final authority to accept or reject any person hired under this plan (paragraph E9).
12. Replaces “agency representative” with “Agency Administrator” and replaces “AD level” with “AD-rate” (paragraph F1).
13. Replaces “AD-level” with “AD-rate” (paragraph F2).
14. Replaces “AD-level” with “AD-rate” (paragraph F3).
15. Sentence restated for clarification (paragraph F5).
16. Removes “sawyer” and adds “Class A faller” to clarify the position title (paragraph F7b).
17. Removes “tree faller” and adds “Class B faller” to clarify the position title; removes “helicopter manager” as an example of an AD-4 position (paragraph F8a).
18. Replaces the former Casual Incident System positions chart with a summary chart that correlates the AD classification with the Incident Command System structure and adds standard rates for AD-5 positions (paragraph F9).

Questions should be directed to Winford Hooker at 202-208-7649 or by E-mail to [winford\\_hooker@ios.doi.gov](mailto:winford_hooker@ios.doi.gov).

// SIGNED //

Carolyn Cohen  
Director, Office of Personnel Policy

Attachment

**PAY PLAN FOR EMERGENCY WORKERS (CASUALS)**

A. **PREAMBLE.** Pursuant to 5 U.S.C. 5102(c)(19), 7 U.S.C. 2225 and 2226, and 43 U.S.C. 1469, there is hereby established, effective January 1, 2003, the following Administratively Determined (AD) Pay Plan, which replaces and supersedes previously approved plans. In the event there is an emergency in progress on the effective date of this pay plan, the emergency workers (casuals) on that emergency shall be paid under the provisions of the AD pay plan in effect at the start of the emergency. This pay plan applies wherever and whenever it becomes necessary to hire persons:

1. To cope with a sudden and unexpected emergency caused by a fire, or extreme fire potential, flood, storm, or any other emergency that threatens damage to federally protected property unless brought under immediate control, or

2. To provide emergency assistance to State Foresters under formalized cooperative agreements (see para. D).

Such hiring is of uncertain or purely temporary duration, and shall be terminated when other employment methods can be initiated. This plan can be used for suppression operations and suppression for resource benefit.

This pay plan is complete within itself. Therefore, for any hiring under this plan, the provisions herein take precedence over any other policies or regulations that may be prescribed elsewhere.

B. **RATES OF PAY** – calendar year 2003.

1. **Rates for AD-1 through AD-4.**

<b><u>Classification</u></b>	<b><u>48 Contiguous States and Other Areas (Per Hr)</u></b>	<b><u>Alaska (Per Hr)</u></b>	<b><u>Hawaii (Per Hr)</u></b>
<u>AD-1</u>	<u>9.96</u>	<u>14.56</u>	<u>11.88</u>
<u>AD-2</u>	<u>11.68</u>	<u>16.60</u>	<u>14.84</u>
<u>AD-3</u>	<u>12.84</u>	<u>18.24</u>	<u>16.28</u>
<u>AD-4</u>	<u>14.60</u>	<u>20.44</u>	<u>19.40</u>

2. **Rates for AD-5.** Whenever the scope of a current emergency warrants obtaining the services of individuals whose experience qualifies them to supervise or direct an operation, or to render a special service that exceeds the scope of the AD-4 definition, such as leader of a group of AD-4's, the appropriate agency hiring official is authorized to hire at established rates, not to exceed \$35 per hour. The rate appropriate for a specific skill shall be established at the point of



hire and documented in the Remarks block of Form OF-288 (Emergency Firefighter Time Report). The NWCG Incident Business Practices Working Team (IBPWT) establishes rates for most AD-5 positions. Geographic Area Coordinating Groups may establish AD-5 rates for positions not listed and publish the rates in a geographic area supplement. If the casual is assigned to a different job skill, adjust the pay rate to the appropriate rate for that skill and document in the Remarks block of Form OF-288.

a. This authority to use higher pay rates at AD-5 may also be used to hire individuals with the type of skills defined in the classification for AD-4 where the local prevailing rate for the particular skill, or skills, so far exceeds the rates in the preceding paragraph B1 as to make it impossible to recruit individuals for the AD-4 rates. This authority does not extend to recruitment for the type of skills in AD-1, AD-2, and AD-3 classifications.

b. Exceptions to the AD-4 rates established in the Incident Position Matrix must be requested, justified, and approved in writing prior to hiring by the hiring unit, incident Agency Administrator (line officer), or their designee. The written justification and approval must be attached to the casual's original time record (OF-288) for payment use and must be made a part of the incident record. Geographic areas may publish exception rates in their geographic area supplement; the justification for the exception rate must be part of the supplement.

[Note: The direction at paragraph E12 does not apply to these AD-4 exceptions.]

c. Individuals hired in a geographic area at an AD-4 rate who travel to another geographic area where an exception rate has been established shall not be promoted to the higher AD rate.

d. The Area Commander position, as well as Incident Commander and Deputy Incident Commander positions on National Incident Management Teams and Geographic Area Type II Teams are key positions and may only be filled by current agency employees.

3. Consideration of Hazardous Nature of Work. The hazardous nature of the work was considered in establishing the grade levels for these positions. Therefore, no additional pay is authorized for hazardous duty.

C. DESCRIPTION OF AREAS TO WHICH RATES ARE APPLICABLE

1. The 48 contiguous states and the following areas and jurisdictions:

Caroline Islands	Virgin Islands
Guam	Puerto Rico
Mariana Islands	Other Caribbean Islands
Marshall Islands	
Samoa	
Other Pacific Islands	

2. Alaska (Statewide).

3. Hawaii (Statewide).

D. REQUIRED SITUATIONS FOR HIRE. Hiring of emergency personnel may be made according to the provisions of this pay plan when any of the following situations exists:

1. To fight an ongoing fire.

2. To hire personnel during unusually dry periods or when fire danger is very high to extreme (Class 4 or 5), or when fuel or weather conditions are such that fires can readily ignite, spread rapidly, and do substantial damage, and when risks of fire occurrence are high (for example, severity authority, prevention team activation). Examples of high risks occur when the preceding conditions exist and when:

- a. Unusual lightning activity is present or is predicted;

- b. Incendiary outbreaks occur; or

- c. An unusually large number of people are in the area (opening day of hunting season, fishing season, 4th of July, or Labor Day weekend, for example).

3. To provide support to an ongoing incident, including post-incident administration (for example, dispatch, warehouse/cache workers, buying team members, payment team members, administrative support and reviews). Post-incident administration normally should not exceed 90 days.
4. To place additional firefighters on standby for expected dispatch somewhere in the area.
5. To temporarily replace members of fire suppression crews or fire management personnel who are currently on fires.
6. To allow personnel to attend fire suppression training:
  - a. Not to exceed a total of 80 hours per year for an individual in preparation for emergency fire situations.
  - b. Not to exceed a total of 120 hours per year for an individual in preparation for fire emergencies when licensing and/or certification requirements exist (for example, pilots).
7. To allow personnel to instruct fire suppression training when all other methods of hiring and contracting instructors have been exhausted; not to exceed a total of 120 hours per year for a qualified individual to prepare, instruct, and issue certificates for required courses for emergency fire situations as noted in paragraphs D6a and D6b.
8. To cope with floods, storms, or any other emergency that threatens damage to Federally protected property unless brought under immediate control.
9. To carry out emergency fire rehabilitation work where there is an immediate danger of loss of life or property or when prompt remedial action is essential before potentially damaging climatic events occur.
10. During a transition period, which normally should not exceed 90 days, following a natural emergency to develop plans and manage an emergency rehabilitation effort until regular employees can handle the situation or until other employment methods can be initiated.
11. To hire personnel for fire use hazardous fuel reduction projects authorized by congressional funding within the Wildland Fire Operations account. This pay plan is to be used to provide temporary support due to the unpredictable nature of fire use hazardous fuel reduction activities, and may not be used to circumvent normal hiring and contracting procedures.

E. CONDITIONS OF HIRE.

1. This pay plan applies only to those casual hires that are recruited for the sole purpose of dealing with an immediate fire emergency, extreme fire potential, or other emergency.
2. This pay plan may be used to supplement regular personnel assigned to fire use hazardous fuel reduction projects. The term of hire is restricted to no greater than 300 hours per **calendar** year per person for emergency hazardous fuel reduction work.
3. The host agency is responsible for hiring and paying under this pay plan for fire use hazardous fuel reduction.
4. Under no conditions may active members of the Armed Forces be hired.
5. Federal retirees may be hired under this plan without a reduction in pay (Comp. Gen. B-139682, June 19, 1959).
6. Casuals hired under this plan must meet minimum physical fitness standards and security and training requirements as established by agency policy. Hiring Units will use casual hiring information forms, per agency policy. In addition, casuals are required to complete a Health Screening Questionnaire for certain positions prior to being hired.
7. Casuals in positions that require special certification or license (emergency medical technicians, drivers, instructors, and so forth) must meet the requirements of the State where the incident is located.
8. The Immigration Reform and Control Act of 1986 (8 U.S.C. 1324A) requires employers to hire only individuals who are eligible to work in the United States. This law also requires that INS Form I-9 be completed within 3 business days of the appointment. Those units who establish and train organized crews should complete INS Form I-9 as soon as crews are organized to eliminate the need for verification at incidents. The hiring unit or their designee is responsible for verifying the eligibility of any casuals hired.
9. The Agency Administrator or their designee has the final authority to accept or reject any person hired under this plan.
10. To work under this plan requires a social security number for United States citizens or an Individual Taxpayer Identification Number for non-United States citizens. Furnish casuals a notice of mandatory social security number disclosure at the time of hire.

11. The salary rate shown for each classification is the rate per hour to be paid for all the service required of the casual hire. Premium compensation shall not be paid for service in excess of 8 hours per day or 40 hours per week or for night, Sunday, or holiday work (7 U.S.C. 2226).

12. Direction in this paragraph applies to AD-1 to AD-4 hires only. Direction in this paragraph does not apply to the exceptions for AD-4 rates provided in paragraph B2c. Casuals recruited under this plan who are sent to another State or area for which different rates of pay have been established shall be paid the rate for the State or area from which they are recruited, or the rate of the State or area to which they are sent, whichever is higher. When hired in a lower rate State or area, the casual must actually work in the higher rate State or area in order to qualify for that rate. That higher earned rate applies to travel time to the higher rate State or area.

13. The hiring period begins at the point and the time an individual is available for hire at the request of an agency representative. It ends at the time the casual hire is returned to the point of hire or is no longer available. At the discretion of the agency representative, casual hires may be paid at the demobilization site prior to travel back to the point of hire. In these instances, return travel shall be estimated and included in the payment.

a. All hours worked under this pay plan must be recorded as either on-shift or off-shift. All on-shift time is compensable; all off-shift time is non-compensable.

b. On-shift includes time spent in travel from and to the point of hire and related waiting time; other travel necessary for the performance of work, such as from fire camp to fire line or between fire camps; ordered standby; and actual work (see Chapter 10, Sections 12.2-12.6).

c. Off-shift includes:

(1) Time allowed for sleeping and eating when personnel are free from assigned duty and

(2) Other periods when personnel are free from duty and are not in an ordered standby status. Ordered standby occurs when, at the direction of the agency representative, a casual hire is held in a specific location fully outfitted and ready for immediate assignment.

d. Casual hires must be given enough on-shift time (travel, ordered standby, and actual work) to total 8 compensable hours for that calendar day. This 8-hour guarantee does not apply to the first and last day of work.

- e. Casuals assigned to an incident at their point of hire are not entitled to their guaranteed hours or R&R on days off. This is considered off-shift time and is non-compensable.
- f. The minimum compensable time allowance for each work period is 2 hours. Thereafter, compute time in multiples of 15 minutes.
- g. Casuals who deviate from the normal travel route home are considered “no longer available” and are not entitled to travel time home nor transportation provided by the government from the point the travel deviation occurs. The travel deviation must be documented and attached to the casual’s original time record (Form OF-288) for use by the payment unit. This documentation shall also be made a part of the incident record.
14. All transportation required from point of hire until return to point of hire shall be at Government expense. When a casual is released for cause or quits without good reason, pay shall be stopped at the time services are terminated; the Agency Administrator may allow the casual return transportation at government expense to the point of hire.
15. Meal periods during which a casual is free of duty in connection with an assigned job are not considered compensable work time. In situations where a casual cannot be relieved from work and must remain at the post of duty, count a meal period as time worked for which compensation shall be allowed. Compensable meal breaks shall be documented on Crew Time Reports (Form SF-261).
16. When casuals do not receive adequate food or lodging, they shall be in pay status the entire time they are working, sleeping, or eating. Adequate food is defined as: meals ready to eat, sack lunches, military type rations, and hot can or similar meals. Adequate lodging is described as: a sleeping bag (paper or cloth), or a blanket or equivalent covering to provide protection from the elements for sleeping.
17. Whenever deemed practical and necessary by the agency representative, furnish subsistence and lodging at government expense for casuals under this plan. If the government cannot provide subsistence for a casual, reimburse the out-of-pocket expenses for meals and lodging paid by a casual through the agency travel process as per diem, following current Agency Travel Regulations.
18. Casuals under this pay plan are not entitled to earn or to be granted annual or sick leave, or to be covered under the Federal Employees' Group Life Insurance Act (5 U.S.C. 87), Civil Service Retirement Act (5 U.S.C. 83), Federal Employees' Retirement System (5 U.S.C. 84), Federal Insurance Contributions Act (26 U.S.C. 3121(b)(6)(C)), or the Federal Employees' Health Benefits Act (5 U.S.C. 89). However, the Federal Employees' Compensation Act (5 U.S.C. 81) does cover the casuals.

Under the provisions of 5 U.S.C 8501, federal agencies do not report wages earned to state offices for unemployment compensation purposes. The services performed by an individual on a temporary basis in case of fire, storm, earthquake, flood, or similar emergency are not considered as performing federal service for the purpose of reporting wages for unemployment compensation benefits. Casuals may furnish statements of earnings to State Unemployment Offices on their own behalf.

19. Federal and state taxes shall be withheld from salary payments. Each emergency worker shall present IRS Form W-4 or W-5 at the time of hire. If the emergency worker fails to submit either form, taxes shall be withheld at the single with no exemption rate. IRS Form W-2 shall be issued to the emergency worker at the end of the year in which reported wages are earned. State taxes shall be withheld for the state in which the emergency worker is hired, unless the emergency worker requests withholding for another state and submits the appropriate state forms.

#### F. POSITION CLASSIFICATIONS.

1. The four classifications contain benchmark jobs, which are not all inclusive. Rates are determined according to the job performed. Length of service and/or additional qualifications are not used to determine pay rate. The AD rate shall be set at the point of hire based on the primary duties of the position. Occasional or infrequent duties at a higher level do not justify a change in the pay rate.

The Agency Administrator is authorized to equate positions not shown in the classifications with the jobs listed in the four levels and to hire individuals at the appropriate level. The Agency Administrator is also authorized to reduce by one AD rate those positions or comparable positions listed in the classification when the casual lacks experience or when the scope of the job is less than defined in the classification.

Do not raise the AD rate for specific jobs above that shown in the classification for AD-1 though AD-3. For AD-4's refer to paragraph B2.

2. When casuals work as trainees, they shall be paid one AD rate lower than the full performance AD rate. For example: a fire line squad boss trainee would be paid at the AD-2 rate. At the AD-5 rate a trainee shall be paid at a rate \$3.00 less than the full performance rate, but not less than the AD-4 rate for the classification area.

3. When casuals are attending training to qualify for a higher-level position, they shall be paid one AD rate lower than the full performance rate.

4. When casuals attend refresher training, they shall be paid at their current position classification rate.

5. AD-1. Work in this classification includes **camp crewmember**, laborer, and tool attendant; or training to become a member of a crew assigned to incidents.
6. AD-2. Work required in this classification involves:
- a. Working alone, such as a security specialist, or working as a member of a crew in the skilled use of hand tools and infrequent use of light power tools, such as trenchers, portable pumps, and chain saws (for cutting downed logs, small trees, and so forth), or working as a swamper;
  - b. Performing work such as a warehouse worker, tool sharpener, operator of a light truck or car (up to and including 1 ton), or fueler;
  - c. Leading a small group (up to 15 people) of the next lower level, such as **camp crew squad boss**;
  - d. Performing fire prevention technician duties when regular employees are not available; or
  - e. Performing clerical duties, such as time recorder, supply clerk, computer data entry recorder, dispatch recorder, or check-in recorder.
7. AD-3. Work required in this classification involves performing work such as or comparable to:
- a. Claims specialist, injury compensation specialist, commissary manager, weather observer, ordering manager, radio operator, vehicle dispatcher, truck (over 1 ton, and up to 4 tons; no commercial driver's license required) driver, or pump operator;
  - b. Class A faller (operating chainsaw full-time for cutting small trees up to 12 inches dbh);
  - c. Leader of a small group (up to 15 people) of the next lower level (such as squad boss of AD-2's) or a large group (over 15 people) of the next two lower levels (such as a camp crew boss).
8. AD-4. Work required in this classification involves performance of specialized work or supervision of lower level workers. This includes work comparable to:



a. Packer, Class B faller (operating chainsaw full-time for cutting trees up to 24 inches dbh), automotive and/or heavy equipment mechanic, head camp cook (approximately 40 people), truck driver (requiring a commercial driver's license) or tractor trailer type truck driver, operator (heavy equipment, dozer, engine, or tractor/plow), incident communications technician, buying team member, payment team member, field observer; or

b. Supervisor of a small group (up to 15 people) of the next lower level or a large group (over 15 people) of the next two lower levels (such as a crew boss of a fire suppression crew).

9. AD-1 through AD-5. See the following summary chart, which illustrates the correlation between the AD class and the Incident Command System structure.

***Chart Correlating Positions in AD Pay Plan  
Rates 1-5 with Incident Command System (ICS)***

**Note:** The ICS mnemonic position identifiers are in the left column.

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	COMMAND		\$
AREP	AGENCY REPRESENTATIVE	5	24
ICT3	INCIDENT COMMANDER TYPE 3	5	24
ICT4	INCIDENT COMMANDER TYPE 4	5	21
IOF2	INFORMATION OFFICER TYPE 2	5	26
IOF3	INFORMATION OFFICER TYPE 3	5	21
LOFR	LIAISON OFFICER	5	26
SOF1	SAFETY OFFICER TYPE 1	5	29
SOF2	SAFETY OFFICER TYPE 2	5	26
SOF3	SAFETY OFFICER TYPE 3	5	21
THSP	ASSISTANT SAFETY OFFICER	4	
THSP	ASSISTANT INFORMATION OFFICER	4	
	FINANCE		
CLMS	CLAIMS SPECIALIST	3	
CMSY	COMMISSARY MANAGER	3	
COMP	COMP/CLAIMS UNIT LEADER	5	24
COST	COST UNIT LEADER	5	24
EQTR	EQUIPMENT TIME RECORDER	2	
FSC1	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 1	5	29
FSC2	FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2	5	26
INJR	INJURY COMP SPECIALIST	3	
PROC	PROCUREMENT UNIT LEADER	5	24
PTRC	PERSONNEL TIME RECORDER	2	
TIME	TIME UNIT LEADER	5	24
	OPERATIONS		
ABRO	AIRCRAFT BASE RADIO OPERATOR	3	
ACAC	AREA COMMAND AVIATION COORDINATOR	5	29
AERO	AERIAL OBSERVER	5	21
AOBD	AIR OPERATIONS BRANCH DIRECTOR	5	26
ASGS	AIR SUPPORT GROUP SUPERVISOR	5	24
ATCO	AIR TANKER/FIXED WING COORDINATOR	5	24

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	<b>OPERATIONS (continued)</b>		\$
ATGS	AIR TACTICAL GROUP SUPERVISOR	5	24
ATIM	AIRCRAFT TIME RECORDER	2	
CREP	CREW REPRESENTATIVE	5	21
CRWB	CREW BOSS	4	
DECK	DECK COORDINATOR	4	
DIVS	DIVISION/GROUP SUPERVISOR	5	24
DOZ1	DOZER OPERATOR	4	
DOZB	DOZER BOSS	4	
ENGB	ENGINE BOSS	4	
FALA	FALLER CLASS A (UP TO 12" DBH)	3	
FALB	FALLER CLASS B (UP TO 24" DBH)	4	
FALC	FALLER CLASS C (EQUAL TO OR GREATER THAN 24" DBH)	5	24
FELB	FELLING BOSS	5	21
FFT1	ADVANCED FIREFIGHTER (SQUADBOSS)	3	
FFT2	FIREFIGHTER (TYPE 2 CREWMEMBER)	2	
FIRB	FIRING BOSS	5	21
FWBM	FIXED WING BASE MANAGER	5	22
FWPT	PARKING TENDER	4	
HCWN	HELICOPTER MANAGER, CWN	5	21
HEB1	HELIBASE MANAGER TYPE 1	5	24
HEB2	HELIBASE MANAGER TYPE 2	5	21
HECM	HELICOPTER CREWMEMBER	3	
HELB	HELICOPTER BOSS, SINGLE RESOURCE	5	21
HLCO	HELICOPTER COORDINATOR	5	22
LOAD	LOADMASTER	4	
MAFA	MAFFS LIAISON OFFICER ASSISTANT (AMLO)	5	26
MAFF	MAFFS LIAISON OFFICER (MLO)	5	30
OPBD	OPERATIONS BRANCH DIRECTOR	5	26
OSC1	OPERATIONS SECTION CHIEF TYPE 1	5	29
OSC2	OPERATIONS SECTION CHIEF TYPE 2	5	26
PCSP	PARACARGO SPECIALIST	4	
RAMP	RAMP MANAGER HELIBASE	5	21
RAMP	RAMP MANAGER AIRTANKER	5	21
SEMG	SINGLE ENGINE A/T MANAGER	5	21
STAM	STAGING AREA MANAGER	4	
STCR	STRIKE TEAM LEADER CREW	5	21
STDZ	STRIKE TEAM LEADER DOZER	5	21
STEN	STRIKE TEAM LEADER ENGINE	5	21

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	<b>OPERATIONS (continued)</b>		\$
STLM	STRIKE TEAM LEADER MILITARY	5	21
STPL	STRIKE TEAM LEADER, TRACTOR/PLOW	5	21
STPS	STRUCTURAL PROTECTION SPECIALIST	5	22
TFLD	TASK FORCE LEADER	5	21
THSP	SWAMPER	2	
TOLC	TAKE-OFF AND LANDING COORDINATOR	5	21
TRPB	TRACTOR/PLOW BOSS	4	
WHSP	WATER HANDLING SPECIALIST	5	21
	<b>PLANNING</b>		
ACPC	ASSISTANT AREA COMMANDER, PLANNING	5	29
DMOB	DEMOBE UNIT LEADER	5	24
DOCL	DOCUMENTATION UNIT LEADER	4	
FBAN	FIRE BEHAVIOR ANALYST	5	24
FEMO	FIRE EFFECTS MONITOR	4	
FINV	FIRE INVESTIGATOR	5	24
FLIR	FLIR OPERATOR	5	21
FOBS	FIELD OBSERVER	4	
HRSP	HUMAN RESOURCE SPECIALIST	5	22
IARR	INTERAGENCY RESOURCE REPRESENTATIVE	5	24
IMET	INCIDENT METEOROLOGIST	5	22
IRIN	INFRARED INTERPRETER	5	21
LTAN	LONG TERM FIRE ANALYST	2	21
PBOP	PROBEYE OPERATOR	5	21
PSC1	PLANNING SECTION CHIEF TYPE 1	5	29
PSC2	PLANNING SECTION CHIEF TYPE 2	5	26
RESC	RESOURCE CLERK	2	
RESL	RESOURCE UNIT LEADER	5	24
SCKN	STATUS/CHECK IN RECORDER	2	
SITL	SITUATION UNIT LEADER	5	24
TNSP	TRAINING SPECIALIST	5	21
WOBS	WEATHER OBSERVER	3	
XEDO	XEDAR OPERATOR	5	21
	<b>LOGISTICS</b>		
ACLC	ASSISTANT AREA COMMANDER, LOGISTICS	5	29
BCMG	BASE CAMP MANAGER	4	
CAMP	CAMP CREW MEMBER	1	
CAMP	CAMP CREW SQUAD BOSS	2	
ICS	POSITION TITLE	AD CLASS	AD 5 RATE

	<b>LOGISTICS (continued)</b>		\$
CAMP	CAMP CREW BOSS	3	
CASC	SUPPLY CLERK	2	
CCOO	COMPUTER COORDINATOR	4	
CDSP	CACHE DEMOB SPECIALIST	5	24
COML	COMMUNICATIONS UNIT LEADER	5	24
COMT	INCIDENT COMMUNICATIONS TECHNICIAN	4	
EMTI	EMERGENCY MEDICAL TECHNICIAN INTERMEDIATE	5	22
EMTB	EMERGENCY MEDICAL TECHNICIAN BASIC	5	21
EMTP	EMERGENCY MEDICAL TECHNICIAN PARAMEDIC	5	22
EQPM	EQUIPMENT MANAGER	4	
FACL	FACILITIES UNIT LEADER	5	24
FDUL	FOOD UNIT LEADER	5	24
GSUL	GROUND SUPPORT UNIT LEADER	5	24
IMSA	INCIDENT MEDICAL SPECIALIST ASSISTANT	5	21
IMSM	INCIDENT MEDICAL SPECIALIST MANAGER	5	22
IMST	INCIDENT MEDICAL SPECIALIST TECHNICIAN	5	21
INCM	INCIDENT COMMUNICATIONS CENTER MANAGER	4	
LSC1	LOGISTICS SECTION CHIEF TYPE 1	5	29
LSC2	LOGISTICS SECTION CHIEF TYPE 2	5	26
MEDL	MEDICAL UNIT LEADER	5	24
ORDM	ORDERING MANAGER	3	
RADO	RADIO OPERATOR	3	
RCDM	RECEIVING AND DISTRIBUTION MANAGER	3	
SECM	SECURITY MANAGER	4	
SUBD	SUPPORT BRANCH DIRECTOR	5	26
SUPL	SUPPLY UNIT LEADER	5	24
SVBD	SERVICE BRANCH DIRECTOR	5	26
TESP	TOOL AND EQUIPMENT SPECIALIST	2	
	<b>COORDINATION AND SUPPORT</b>		
ATBM	A/T BASE MANAGER	5	24
CAMP	KITCHEN/CAMP HELPER	1	
CASC	CLERK	2	
CDER	COMPUTER DATA ENTRY RECORDER	2	
COOK	COOK, HEAD CAMP	4	
CORD	COORDINATOR, EXPANDED DISPATCH	5	26

ICS	POSITION TITLE	AD CLASS	AD 5 RATE
	<b>COORDINATION AND SUPPORT (continued)</b>		\$
COTR	CONTRACTING OFFICER TECHNICAL REPRESENTATIVE	5	22
CTSP	COMPUTER TECHNICAL SPECIALIST	5	24
DRIV	DRIVER, CDL REQUIRED	4	
DRIV	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	3	
DRIV	DRIVER, UP TO AND INCLUDING 1 TON	2	
EDRC	DISPATCH RECORDER	2	
EDSD	SUPPORT DISPATCHER	5	21
EDSP	SUPERVISORY DISPATCHER	5	22
FOTO	PHOTOGRAPHER	5	21
FUEL	FUELING SPECIALIST	3	
GMEC	MECHANIC (AUTOMOTIVE/HEAVY EQUIPMENT)	5	22
IACR	INCIDENT AGENCY CONTRACT REPRESENTATIVE	5	22
IBA1	INCIDENT BUSINESS ADVISOR, TYPE 1	5	29
IBA2	INCIDENT BUSINESS ADVISOR, TYPE 2	5	26
IBA3	INCIDENT BUSINESS ADVISOR, TYPE 3	5	22
MCCO	MAC GROUP COORDINATOR	5	29
MXMS	MIXMASTER	5	21
PACK	PACKER	4	
PREV	PREVENTION TECHNICIAN	2	
PUMP	PUMP OPERATOR	3	
SEC2	SECURITY SPECIALIST	2	
SMEC	SMALL ENGINE MECHANIC	4	
THSP	AGENCY CREW COORDINATOR	5	22
THSP	AIRCRAFT MECHANIC	5	29
THSP	AREA REPRESENTATIVE	5	26
THSP	BRANCH DIRECTOR, AREA COMMAND	5	29
THSP	BUYING TEAM MEMBER	4	
THSP	CACHE FIELD COORDINATOR	5	21
THSP	FORKLIFT OPERATOR	2	
THSP	GIS SPECIALIST	5	21
THSP	HAZARDOUS MATERIAL SPECIALIST	5	21
THSP	HEAVY EQUIPMENT OPERATOR	4	
THSP	INSTRUCTOR (S300 COURSES AND BELOW)	5	24
THSP	INSTRUCTOR (S400 COURSES AND ABOVE)	5	26
THSP	LABORER	1	



## APPENDIX E

### INTERAGENCY RESOURCE REPRESENTATIVE'S CREW DEMOBILIZATION CHECKLIST

Items to be completed by Interagency Resource Representative:

1. Submit crew timesheets (OF-288) to agency administrative personnel.
2. Submit any federal and state income tax withholding documents collected to agency administrative personnel.
3. Submit excess hour justifications to agency administrative personnel.
4. Submit copy of final manifests to AICC and agency administrative personnel.
5. Submit all injury compensation paperwork to agency administrative personnel.
6. Submit copies of your Unit Log to agency administrative personnel.
7. Submit written end of assignment trip report to AICC.
8. Submit overhead evaluation on Crew Representatives and Crew Administrative Representative to AICC.
9. Submit Crew Evaluations for each crew to AICC Situations.

IARR: \_\_\_\_\_ / \_\_\_\_\_  
Signature Printed Name

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Remarks:



## APPENDIX F

### MIF CREW HIRING CHECKLIST

Terms to be completed by hiring official:

- A. Conditions of Hire – form must be explained to the individual and signed every year at the time of hire.
- B. Form I-9, Employment Eligibility Verification – to be completed by employee and hiring official (one time only) at initial hire.
- C. Designation of Beneficiary Form SF-1152, unless individual needs to change beneficiary, this only needs to be filled out at initial hire (one time only).
- D. Name, W-4, - unless individual needs to change information on this form, it only needs to be filled out at initial hire. Individuals claiming more than 10 exemptions must complete a new W-4 annually.
- E. Name, W-5, - if Earned Income Credit is claimed, must be completed every year at initial hire.
- F. State Income Tax Forms – must be completed at initial hire (if applicable).
- G. Transportation Manifest – 8 copies (1 with crew, 1 mailed to Area, Zone or Forest office, 1 retained by hiring official, 1 with aircraft).
- H. Picture I.D. – Individuals must have a picture I.D. issued by a state or federal government entity in their possession at the time of hire and for the duration of the assignment.
- I. Qualification check – all personnel (Red Card and qualification list).
- J. Inspect physical condition of all personnel to eliminate sick, injured, or those under the influence of alcohol or illegal drugs.
- K. Inspect condition of personal gear (boots, pants, shirt, jacket, rain gear, etc.)
- L. Time reports initiated – top portions completed and start time entered.
- M. Crew given copy of evaluation to be used.

A. Checklist signed and attached to time book.

B. Time book given to Crew Boss or Crew Representative.

Crew hired by:

\_\_\_\_\_/\_\_\_\_\_  
Signature Printed Name

Date: \_\_\_\_\_ / Time: \_\_\_\_\_

Remarks

## APPENDIX G

## ADMINISTRATIVE FORMS

Attachment 1 – Conditions of Hire

Attachment 2 – Emergency Firefighter Time Report, OF 288

Attachment 3 – Passenger and Cargo Manifest, USDA/USDI, SF 245

Attachment 4 – Fire Crew Performance Rating, SF 372

Attachment 5 – Employment Eligibility Verification, I-9

Attachment 6 – Designation of Beneficiary for Unpaid Compensation

Attachment 7 – Employee's Withholding Allowance Certificate, W-4

Attachment 8 – Earned Income Credit Advance Payment Certificate, W-5

**APPENDIX H**  
**MINIMUM CREW STANDARDS FOR MOBILIZATION**  
**Effective January 1, 2003**

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2	Type 3
Fireline Capability	Initial attack/can be broken up into squads, fireline construction, complex firing operations (backfire)	Initial attack/can be broken up into squads, fireline construction, firing to include burnout	Initial attack, fireline construction, firing to include burnout	Fireline construction, fireline improvement, mop-up and rehab
Crew Size	18-20	18-20	18-20	18-20
Leadership Qualifications	Permanent Supervision Superintendent: TFLD, ICT4 Ass't. Supt.: STCR, ICT4 3 Squad Bosses: CRWB(T), ICT5	CRWB and 3 ICT5	CRWB and 3 FFT1	CRWB and 3 FFT1
Experience	80% 1 season or more	60% 1 season or more	40% 1 season or more	20% 1 season or more
Full-Time Organized Crew	Yes	No	No	No
Communications	5 Programmable radios	4 Programmable radios	4 Programmable radios	4 Programmable radios
Sawyers	3 agency qualified	3 agency qualified	0	0
Training	80 hours annual training	Basic firefighter training and/or annual firefighter safety refresher	Basic firefighter training and/or annual firefighter safety refresher	Basic firefighter training and/or annual firefighter safety refresher
Fitness	Arduous	Arduous	Arduous	Arduous
Logistics	Self-sufficient	Not self-sufficient	Not self-sufficient	Not self-sufficient
Maximum Weight	5,100 lbs.	5,100 lbs.	5,100 lbs.	5,100 lbs.
Dispatch Availability	1 hour	Variable	Variable	Variable
Production Factor	1.0	0.8	0.8	N/A
Transportation	Own transportation	Transportation needed	Transportation needed	Transportation needed
Tools & Equipment	Fully equipped	Not equipped	Not equipped	Not equipped
Personal Gear	Arrives with: crew first aid kit, personal first aid kit, headlamp, 1qt. canteen, web gear, sleeping bag	Arrives with: crew first aid kit, personal first aid kit, headlamp, 1qt. canteen, web gear, sleeping bag	Arrives with: crew first aid kit, personal first aid kit, headlamp, 1qt. canteen, web gear, sleeping bag	Arrives with: crew first aid kit, personal first aid kit, headlamp, 1qt. canteen, web gear, sleeping bag
PPE	Arrives with: hard hat, fire resistant shirt/pants, 8" leather boots, leather gloves, fire shelter, hearing/eye protections	Arrives with: hard hat, fire resistant shirt/pants, 8" leather boots, leather gloves, fire shelter, hearing/eye protections	Arrives with: hard hat, fire resistant shirt/pants, 8" leather boots, leather gloves, fire shelter, hearing/eye protections	Arrives with: hard hat, fire resistant shirt/pants, 8" leather boots, leather gloves, fire shelter, hearing/eye protections

**Notes:** Interagency Hotshot Crews (IHC) are Type 1 crews that exceed the Type 1 standards as required by the National IHC Operations Guide (2001) in the following categories:

Permanent supervision with 7 career appointments (Superintendent, Ass't. Superintendent, Squad Bosses).

IHC's work and train as a unit 40 hours per week.

IHC's are a national resource.